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## MITIGATING CONFLICT AND IMPROVING IMPLEMENTATION OF GESI POLICIES THROUGH A PEOPLE-TO-PEOPLE APPROACH IN NEPAL

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## **ACRONYMS**

AI	Appreciative Inquiry
AWP	Annual Work Plan
CMM	Conflict Mitigation and Management
CDO	Chief District Officer
CLA	Collaborative Leadership and Advocacy
DDC	District Development Committee
DGO	Democracy and Governance Office
DIP	Detail Implementation Plan
DNF	Dalit NGO Federation
DNH	Do No Harm
FGD	Focus Group Discussion
FY	Financial Year
GESI	Gender Equality and Social Inclusion
GNDR	Gender
IIDS	Institute for Integrated Development Studies
INHURED	International Institute for Human Rights, Environment and Development
JMC	Jagaran Media Center
KII	Key Informant Interviews
LDO	Local Development Officer
NGO	Non-governmental Organization
OCA	Organizational Capacity Assessment
OPI	Organizational Performance Index
P2P	People-to-People
PGH	Procedural Guideline Handbook
PMP	Performance Monitoring and Evaluation Plan
PSA	Public Service Announcements
Q&A	Question and Answer
SDGs	Sustainable Development Goals
SDO	Social Development Office
TAF	The Asia Foundation
TOT	Training of Trainers
USAID	United States Agency for International Development
USG	United States Government
VDC	Village Development Committee
WA	Women Act
WCO	Women and Children Office

## 1. EXECUTIVE SUMMARY

The United States Agency for International Development in Nepal (USAID/Nepal) awarded The Asia Foundation - Nepal office (TAF/Nepal) a cooperative agreement with their Democracy and Governance Office (DGO) (AID-367-A-15-00001) on **July 27, 2015**. The agreement for the project, *“Mitigate Conflict and Improve Implementation of Gender and Social Inclusion (GESI) Policies through a People-to-People Approach in Nepal”* (CMM-GESI) is under the DGO’s Foreign Assistance Program for Conflict Management and Mitigation (CMM) which largely promotes USAID's goal to sustain a peaceful political environment in Nepal.

TAF/Nepal, the primary grantee for the implementation of the project, is working with 5 sub-grantees: Women Act (WA), Dalit NGO Federation (DNF), International Institute for Human Rights, Environment and Development (INHURED), Jagaran Media Center (JMC), and Institute for Integrated Development Studies (IIDS) play a crucial role in projects operations.

This annual report, prepared in the fourth quarter of the first project year and in lieu of the fourth quarterly report, primarily focuses on year one lessons and results. The report covers activities under project objectives from October 1, 2015 to September 30, 2016, with an emphasis on the fourth quarter (July – September 2016).

### **Objective 1: Transform the attitudes and practices of key actors within local GESI service delivery agencies.**

Year one achieved good progress in securing the first objective of this project. Starting from the selection of local partner networks and preparation of the baseline report in the first quarter to the staging of street dramas and dialogue forums with Parliamentarians later in the fourth quarter, the project was able to reach out to over a thousand direct beneficiaries and about thirteen thousand indirect beneficiaries. The project acquired an all-around satisfactory performance in working towards *transforming the attitude and practices of the key actors of the concerned agencies*.

The summaries presented below are in order of the completed activities of the first objective of the project.

In February 26, 2016, TAF organized a Technical Capacity Building Workshop for the project partners who helped to develop understanding of the project approaches which primarily included the *People-to-People (P2P) Approach*, *Do No Harm (DNH)*, and *Conflict Sensitivity*. A

total of 25 staff members (female: 8, male: 17, Dalits: 9) from the partner organizations benefited from this workshop.

*Activity 1.1:* After the orientation session on Organizational Capacity Assessment (OCA) and Organizational Performance Index (OPI) facilitated by USAID, TAF partners WA, DNF, JMC, and INHURED conducted and completed the OCA and OPI based on their standard indicators. These assessments were planned in early part of the quarter but it took little time for partners to initiate the process forming OCA/OPI committees in their respective organizations. All the organizational capacity assessments were completed by the end of March 2016. As the result of the OCA/OPI assessment, partners developed OCA Action Plans for their respective organizations to improve their scores. Partners' baseline OCA/OPI scores were as follows: 3.03/84% for WA; 3.05/91% for DNF; 3.42/92% for JMC, and 3.42/97% for INHURED. As part of OCA/OPI follow-up, USAID and TAF will jointly visit partners' offices in Y2 to review the progress on the first year's action plans. A secondary OCA/OPI scoring will be facilitated in Q3 of Y2.

*Activity 1.2:* The project laid its foundation in all the target districts by selecting district-local partners and project teams. The selections, based on the principle of transparency, were done in consultation with Dalit and women community based organizations and TAF.

*Activity 1.3:* In March 2016, as a part of conducting the baseline assessment of GESI policy performance in the target districts, TAF organized a two-day Enumerator's Training. A total of 42 enumerators (female: 15, male: 27, Dalits: 16) who benefitted from this training went on to conduct field activities for data collection. IIDS presented the key findings of the baseline assessment in the second quarter CMM partners' meeting. TAF and IIDS are still revising the report to finalize it.

*Activity 1.4:* WA and DNF organized the primary level local stakeholder and community members' interactions in the project districts. A total of 564 (female: 165, male: 299, Dalits: 135 out of 402) from various groups including, DDCs, VDCs, media, local communities, social service networks, line agencies, Nepal Bar Association, and Dalit and women's organizations benefitted from the activity.

*Activity 1.5/1.11:* INHURED International conducted two major assessments under this objective in year one: (1) a comprehensive assessment on implementation of the national GESI legal and policy framework and its status at the district level. and (2) a comprehensive assessment of Nepal's international commitments and obligations to promote GESI in relation to the national legal and policy framework for Women and Dalits. TAF and INHURED International finalized the report which will be shared with USAID by November 2016.

*Activity 1.6:* WA and DNF developed a Detail Implementation Plan (DIP) for their respective organization outlining the activities under various program objectives. A total of 12 DIPs, one per each Village Development Committee (VDC) specifying dates, strategy, contents, participants, venues, expected outputs, etc. were submitted. The DIP of WA is provided as a separate file alongside this report. TAF is working with DNF to finalize their DIP as they had few errors in DIP. The corrected DIP of DNF will be also be submitted to USAID as a separate submission.

*Activity 1.7:* DNF's public web portal ([www.dalitatrocitiesdatabase.com](http://www.dalitatrocitiesdatabase.com)) designed to recor cases and data on atrocities against Dalits across Nepal has been functional since 2003 to 2012. Under the project initiative to scale up the documentation and monitoring system, TAF supported DNF to update the portal to include data covering the CMM-GESI project districts for the period of the project. DNF monitors and documents information on cases of atrocities against Dalits, and actions taken in those cases are updated onto the portal. It helps track the extent of discrimination faced by the Dalit community and record the remedies offered to them. TAF provided financial support to DNF to continue this portal adding data covering 2013 to 2015. However, DNF has not been able to activate this portal so far due to some technical problems related to software. TAF had given a final deadline to DNF to activate the portal which has since passed. TAF feels that it would be best to not continue this activity and has asked DNF to refund the resource allocated for this activity. The VMS will cover to some extent some of the tracking planned to be undertaken through this portal.

*Activity 1.9:* The street drama team led by JMC's CMM-GESI Coordinator under the supervision of TAF and USAID developed a drama script incorporating the essence of transforming the attitude on GESI issues. The team then went on to stage the drama in all project sites. At the end of July 2016, the street dramas had reached out to approx. 2800 indirect beneficiaries (Male: 1110, Female: 1690 and Dalits: 1080).

*Activity 1.10:* TAF developed a training manual on Gender Equality and Social Inclusion in March 2016 and the Agenda of the Manual is attached in Annex 3 (page 35). From March 29 to April 14, 2016, TAF and local partners WA and DNF conducted a total of three three-day Training of Trainers (TOTs). A 103 people including representatives from DDCs, WCOs, Dalit and women coordination committees, women and Dalit local trainers/activists from target VDCs, along with the district coordinators of the project teams benefited from the TOTs.

**Objective 2: Promote intra and inter-stakeholder dialogue, and enhance collaboration and the advocacy capacity among Dalit communities and women's groups at the local level.**

Satisfactory progress is recorded in *promoting intra and inter-stakeholder dialogue, and enhancing collaboration and the advocacy capacity in the target districts* under the project in year one. A total of 48 successful trainings along with the formation of 24 mixed P2P groups connecting 720 community people, especially women, men, Dalits and upper-caste Hindus, are some of the highlights under this objective. These mixed P2P groups are formed to advocate on GESI issues at the local level. Since some members of these groups would be aligned to existing institutional bodies, local groups such as Saving/Credit Groups, Mother Groups, User Committees etc. and could be in leadership roles they will be able to expand the discourse and application of their learnings on GESI to the institutions they represent. They can become effective advocates for changes at local-level by using the validity of their intuitional and leadership role in negotiating with local and sub-national government bodies to improve implementation of GESI policies and laws in their own sectors and broadly across all sectors.

The summaries below are in order of the completed activities of the second objective of the project.

*Activity 2.1:* A two-day Training of Trainers (TOT) on Gender and Identity Transformation for Single Identity Group Work was organized in May 2016. After the TOT, 31 trainees from WA and DNF went on to roll out field level Gender and Identity Transformation trainings. A total of 24 single identity group trainings were organized in six project districts reaching 752 representatives of various community level institutions (Female: 395, Male: 357, Dalits: 375).

*Activity 2.2:* After the successful completion of Single Identity Group Trainings, TAF organized a two-day Training of Trainers (TOT) on Gender and Identity Transformation for Mixed Identity Groups in July 2016. The goal of the TOT was to produce capable trainers who could further enable different identity groups at the local level in the project sites to increase their appreciation for other identity groups, understand their experiences and differences, to foster a positive reception of all groups in their community. 31 trainers trained in the TOT went on to roll out trainings in all project districts from August 9-26. They reached out to a total of 767 people (Male: 364, Female: 442, Dalits: 228).

*Activity 2.3:* TAF organized a three-day Training of Trainers (TOT) on Collaborative Leadership and Advocacy Skills for 32 central and district staff from partners WA and DNF) in September. WA and DNF then organized a total of four Collaborative Leadership and Advocacy (CLA) Skills trainings in Achham and Kailali reaching 123 people (Male: 66, Female: 57, Dalits: 39). CLA trainings in other districts were carried out in October 2016, and will be covered in the first quarterly report for year two.

*Activity 2.4:* In September, DNF and WA formed 24 inclusive P2P groups from the target districts. A total of 720 people, Dalits and Non- Dalits, women and men, from various community groups,



WCFs, CACs etc. including community leaders were selected as members of these groups. After their formation, the mixed P2P groups have built Community Action Plans (CAPs) for collective advocacy on GESI issues.

*Activity 2.5:* TAF partners WA and DNF organized 64 different outreach events in the target districts. The events ranged from community orientations on GESI issues to tea parties that provided the platform to promote interactions between women and men and Dalits and non-Dalits. Other events included school outreach through various competitions on essay writing, public speaking, and quizzes. The project reached out to a grand total of 7602 local people (Male: 3578, Female: 4024, Dalits: 1760) in the target districts upon completion of the activity.

TAF, WA and DNF jointly organized field visit and community interactions sessions in Kailali and Achham on September 25 and 28 respectively. The field visit team comprised of Ms. Amanda Cats-Baril, DG Specialist of USAID, Ms. Olivia Wurster, USAID DOC Team, Mr. Kumar Khadka, Project Director, TAF, Mr. Ujjwal Krishna Mali, M&E Officer, TAF, Ms. Srijana Adhikari, President, Women Act and Mr. Ram Lakhan Harijan, President, Dalit NGO Federation. This visit was organized to discuss and reflect on the effectiveness of project activities and people's perception on the project and its approaches. A total of 215 locals (Male: 112, Female: 103, Dalits: 77) attended these interactions.

*Activity 2.6:* INHURED International organized two consultations to seek feedback from all the concerned stakeholders on Procedural Guideline Handbook (PGH) on Gender Empowerment and Social Inclusion policies and provisions. The PGH is a common user-friendly handbook on GESI policies, provisions, procedures and laws, generic in nature, that can be used by all the project partners, concerned stakeholders and local communities in their advocacy and coordination efforts at the community level. It helps beneficiaries in accessing information on relevant services that they are entitled to and facilitate concerned state authorities to act in compliance with defined standard procedures.

A total of 80 (Male: 42, Female: 38 Dalits: 9) people participated in these two events. The PGH was finalized and launched only in December 2016 at the U.S. Embassy's 16 Days of Activism Campaign against Gender-Based Violence (GBV), the U.S. Ambassador to Nepal H.E. Alaina B. Teplitz, and the Asia Foundation's (TAF) Country Representative Dr. George Varughese officially launched the PGH.

*Activity 2.7* JMC has developed a radio program called "Katwal" which covers Dalit human rights issues, and issues related to social inclusion, and social justice in its broadcasting. The radio content was submitted to USAID on August 12, 2016 for review and approval. The first round of feedback was received from USAID alternate AOR Sumitra Manandhar, on September 13, 2017. The same was shared with JMC for revision. JMC took some time to incorporate the feedback as JMC's project coordinator was replaced and the new project coordinator, Mr. JB BK, who joined

in August, 2016, took some time to fully understand and engage with the programs. Additionally assessing and collecting information regarding the listenership of the radio stations took time due to Dashain festival break. The revised content of the radio program was re-submitted to USAID for a second round of review and approval on October 25, 2016, and the final approval from USAID came on November 21, 2016. After the approval, JMC will start broadcasting the radio program in all project districts through various local radio stations from the 1st week of December.

*Activity 2.8:* TAF's partner JMC has developed a manual for the training of working journalists with the objectives to enhance the capacity of the journalists on aspects of gender and social inclusion in Nepal and mobilize them for better reporting on those issues. JMC was delayed in developing the manuals for the trainings due to their staffing issues. JMC's project coordinator left the organization and hiring new coordinator took time which delayed the implementation of manual development and training roll-out. However, the manual will be finalized and the training will be rolled-out in next quarter (Y2Q1).

*Activity 2.9:* TAF's partner JMC is working on the production of a documentary to create awareness at the local beneficiaries on GESI issues and to showcase project's approach and its impact at both sub-national and national level. This documentary will show social realities and their consequences and impacts. The documentary will help people understand the process of promoting social inclusion and how it can have a positive impact on society. TAF and JMC will develop this documentary as an ongoing visual documentation capturing the project's interventions and achievements. A final documentary will be created in third year of the project. In year one, JMC has created a first draft video on project interventions and actions. This will be further expanded in year two.

**Objective 3: Institutionalize GESI-responsive decision-making in the local state service delivery agencies through P2P approaches.**

*Activity 3.1:* Appreciative Inquiry (AI) trainings were planned for the fourth quarter of year one. TAF partner INHURED began preparation for this activity in the third quarter itself. For this, the TOR and the contract to engage the AI expert and trainer, Mr. Rupendra Maharjan, was prepared. Mr. Maharjan is the Executive Director of 'Imagine Nepal,' a pioneer consulting firm working on delivering Appreciative Inquiry trainings in Nepal. Mr. Maharjan began developing the training manuals in consultation with TAF in the third quarter. However, the finalization of the AI manual took some time which delayed the AI training roll-out in the fourth quarter. TAF had to go through multiple review and discussion sessions with the INHURED and the consultant to make sure that the AI manual met the GESI specific program objective. As AI is a broad concept it took time to contextualize it to be responsive to the framing of GESI, as envisaged in the project. The manual also needed to be simple and easily comprehensible for the local

implementing partners. Thus, this caused delay in the implementation of this activity, and the AI TOT and the field level trainings will be rolled out early next year.

## **2. IMPLEMENTATION**

### **2.1. Project Description**

The USAID-funded *Mitigate Conflict and Improve Implementation of Gender and Social Inclusion (GESI) Policies through a People-to-People Approach Project in Nepal* (Cooperative Agreement No. AID-367-A-15-00001) is designed to mitigate caste and gender conflict and improve the efficacy of GESI policy and program implementation in Nepal. The project will contribute to this goal through achievement of three mutually-reinforcing objectives to:

- a) transform the attitudes and practices of key actors within local GESI service delivery agencies;
- b) promote intra- and inter-stakeholder dialogues and increase collaboration and the advocacy capacity of Dalit communities and women's groups at the local level; and
- c) institutionalize GESI-responsive decision-making in local service delivery agencies through P2P approaches.

### **2.2. Geographic Focus**

In year one the project covered six key districts across 3 development zones in Nepal; i) Achham and ii) Kailali in the Far-West, iii) Kaski in the West, and iv) Kathmandu, v) Ramechhap and vi) Sindhuli in the Central Nepal. Of the six districts, three are earthquake affected; Kathmandu and Ramechhap are among the 14 most affected while Sindhuli is moderately affected and likely to be a district through which much of the expected out-migration of earthquake affected people occurs.

At the end of the year, in the September project modification, four more districts, which were severely hit by the 2015 earthquake, were added to the project's geographic focus now incorporating a total of 10 districts; vii) Dhading, viii) Dolakha, ix) Nuwakot, and x) Rasuwa. The additional districts are not only all earthquake-affected districts but also include a substantial presence of Dalit and other marginalized communities.

The projects overall geographic focus is across the Central to Far-West Nepal while also covering the northern and the southern ends. USAID's GIS mapping site will be updated to account for the modification in Q1 of year two.

Development Zones	Districts	VDCs/Municipality
Central Development Zone	Dhading	Dhola
		Chainpur
	Dolakha	Fasku
		Sunkhani
	Kathmandu	Dakshinkali Municipality
	Nuwakot	Khadga Bhanjyang
		Charghare
	Ramechhap	Khimti VDC
		Pakarbas VDC
	Rasuwa	Dhunche
		Laharepouwa
	Sindhuli	Hatpate VDC
		Ranibas VDC
Western Development Zone	Kaski	Bhadaure Tamagi VDC
		Chapakot VDC
Far Western Development Zone	Accham	Lungra VDC
		Marku VDC
	Kailali	Chaumala VDC
		Godawari VDC

## 2.3. Performance Indicators

The baseline assessment of GESI policies and provisions was conducted and various capacity enhancement trainings were organized for stakeholders by TAF in collaboration with local partners. Through collaborative leadership trainings, local-level officials, local trainers and activists, journalists, community leaders, local women, and Dalits were trained on GESI awareness and the P2P approach. In addition, 24 theme-based mixed P2P groups were formed in the program districts as part of the people-to-people approach to meaningfully collaborate across caste and gender divides and enhance trust, empathy, and social ties (*Output indicator: Number of new groups or initiatives created through USG funding, dedicated to resolving the conflict or the drivers of the conflict*).

The formation of the mixed P2P groups increased the ability of the local communities to advocate with local government authorities to improve the access to services and opportunities by women and Dalits at the local and sub national level (*Outcome Indicators: e.g. # of joint advocacy initiatives between men and women, community leaders, Dalits and upper caste Hindu members for integrating GESI*). A total of 37 local women play a substantive role in the 24 mixed P2P groups formed by CMM-GESI program (*Outcome indicator: Number of local women participating in a substantive role or position in a peacebuilding process supported with USG*).

*assistance*); and 22 group members (13 Women and 9 Men) are from marginalized communities (*Outcome indicator: Number of people from marginalized group participating in a substantive role or position in a peacebuilding process supported with USG assistance*).

In the next stage of project implementation, these groups will provide informed feedback and suggestions on GESI related issues to local authorities, including on specific issues such as access to education, targeted programs and budget allocation to women and Dalits, water, health care etc. (*Outcome Indicators: e.g. # of issues based (joint and separate) delegations to the local government authorities*). One particular key anticipated outcome will be increased participation of women and Dalits in local government's budgetary resource allocation processes, where advocacy efforts (dialogue forums with parliamentarians, outreach events at district level, etc.) will include informing local government authorities on how to operationalize GESI-sensitive budget norms, and advocating for increased targeted budget allocations for women and Dalits at the DDC and VDC levels (*Outcome Indicators: e.g. # of face to face dialogues between local officials and discordant groups; amount of targeted DDC and VDC funds leveraged for health, agriculture, environment, education and or GESI/activities*). Trainings of journalists will increase GESI-related news coverage, especially gender and Dalit rights violation reports which will contribute in increasing the level of GESI awareness at local level. (*Output Indicator: e.g. # of journalists trained*).

158 events (trainings, orientations, outreach events, and interactions) were conducted on Gender Equality, Social Inclusion, Identity Transformation, and Advocacy to build support for peace and/or reconciliation and capacity building of local level officials, activists, local community leaders and community people where 13,503 target community members participated from six programs districts (*Output indicators: Number of USG-funded events, trainings, or activities designed to build support for peace or reconciliation on a mass scale and Number of people participating in USG-supported events, trainings, or activities designed to build mass support for peace and reconciliation*).

Achievement of the project's activities (*output indicators*) will lead to the *outcome indicators* of the project. These include, among others, key outcomes such as increased levels of GESI awareness and knowledge of key local officials , trainer), journalists, community leaders, local women, and Dalits (*Outcome Indicators: e.g. Percentage change in target community perception of GESI sensitiveness in government services providers; Percentage of target community members reporting awareness of Gender issue ); and increased representation of women and Dalits in local-level bodies and decision-making positions (Outcome Indicators: e.g. Number of local women participating in a substantive role or position in a peacebuilding process supported with USG assistance (1.6-6), Number of people from marginalized group participating in a substantive role or position in a peacebuilding process supported with USG assistance (1.6-Z01), Percent of leadership positions in community management entities that are filled by women or member of a vulnerable group (2.4-Z01))*). In project districts, this representation is on average 12 percent women and 7 percent Dalit hold the leadership and meaningful participation; the project will aim to increase this by additional 15% before its completion in 2018.

S.N.	Indicator	Baseline value and data sources	Overall (Life of Activity) Target
1	Number of USG-funded events, trainings, or activities designed to build support for peace or reconciliation on a mass scale (1.6.2-12)	0	320
2	Number of people participating in USG-supported events, trainings, or activities designed to build mass support for peace and reconciliation (1.6.2-14)	0	15000
<b>Objective 1: Transform the attitudes and practices of key actors within local GESI service delivery agencies</b>			
3	Percentage change in target community perception of GESI sensitiveness in government services providers (GNDR-Z05)	15% Baseline Survey-2016	35%
4	Percentage of target community members reporting awareness of Gender issue (GNDR-Z07)	41.2%, Baseline Survey-2016	61%
5	Number of local women participating in a substantive role or position in a peacebuilding process supported with USG assistance (1.6-6)	0	70
6	Number of people from marginalized group participating in a substantive role or position in a peacebuilding process supported with USG assistance (1.6-Z01)	0	40
7	Percent of leadership positions in community management entities that are filled by women or member of a vulnerable group (2.4-Z01)	Women-12%, Dalit 7%, Rapid Assessment	Women-27%, Dalit 22%,
8	Percent of local organizations with improved capacity and/or performance scores (USAID PMP 1.3.1-2)	TBD	80%
<b>Objective 2: Promote intra and inter-stakeholder dialogue, and enhance collaboration and the advocacy capacity among Dalit communities and women's groups at the local level.</b>			
9	Percentage in GESI related news coverage (GNDR-Z09)	72 GESI related news (July to Sep. 2016)	20% Increased
10	Number of Joint advocacy initiatives between men and women, community leaders, Dalits and upper caste Hindu members for integrating GESI	0	160
11	Number of media stories disseminated with USG support to facilitate the advancement of reconciliation or peace processes (1.6.1-14)	0	290
12	Number of new groups or initiatives created through USG funding, dedicated to resolving the conflict or the drivers of the conflict (1.6.1-12)	0	40
<b>Objective 3: Institutionalize GESI-responsive decision-making in local state service delivery agencies through P2P approaches.</b>			
13	Number of issue based delegations to the local government authorities (2.4.1-Z51)	0	135
14	Number of Policies, Regulations, Administrative Procedures in each of the following stages of development as a result of USG assistants (Analysis, Stakeholder consultation/public debate, drafting or revision, approval (Legislative or regulatory), Full and effective implementation (4.5.1-24)	0	7
15	Number of policies or procedures drafted, proposed or adopted with USG assistance designed to promote gender at the national or sun-national level (GNDR-1)	0	2

## 2.4. Approach and Methodology

The project employs a **People-to-People (P2P)** approach. The P2P approach facilitates opportunities to collaborate across caste and gender divides. The P2P approach enhances trust, empathy, and social ties between caste groups and among men and women. TAF and its six implementing partners – Women Act (WA); Dalit NGO Federation (DNF); Jagaran Media Center (JMC); International Institute for Human Rights, Environment and Development (INHURED) International, and the following new partners - Community Mediators Society (CMS), and Collective Campaign for Peace (COCAP) – Nepal Monitor Project (for the Violence Monitoring System (VMS) – adopt a three-stage engagement process between and among stakeholder groups to address issues related to GESI and implement the P2P approach.

1. First, the P2P approach brings-together different single identity groups to build a foundation for interaction and collaboration (i.e. local women's groups, influential men in the community, Dalit leaders, local leaders of dominant upper castes, and state officials in the ten target districts).
2. Secondly, the project brings members of the single identity groups together into mixed groups where they are trained jointly on collaboration, advocacy, leadership and gender equality and social inclusion issues. The groups develop community level action-plans built through that collaboration to promote the implementation of equal and inclusionary practices in the country's development process. The community action plan encompasses commitments from the P2P mixed groups to monitor local budgets for women and Dalit communities, celebrate festivals and international days, and raise awareness on GESI issues locally. The GESI sensitized P2P groups are committed to take forward their learning from this project to activities in their communities, as well as to internalize the beliefs and share them with their families.
3. Thirdly, these groups are actively involved in the entire local GESI advocacy initiatives envisioned under the project and lead them in their respective communities. These groups continue the advocacy initiatives at the local level through their community action plans. This contributes to sustaining the project's theory of change in the long term.

Moreover, TAF and its partners used **Appreciative Inquiry (AI)** methods to develop a common understanding of the problems and opportunities in implementing GESI policies and programs in target districts. Appreciative Inquiry is a method for studying and changing social systems (groups, organizations, communities) that advocates collective inquiry into the best of what is; to imagine what could be; followed by collective design of a desired future state that is compelling, and thus, does not require the use of incentives, coercion or persuasion for planned change to occur.

Appreciative inquiry is a technique whereby P2P groups focus on the commonalities of their communities and how they collectively can leverage these to develop a joint vision of what their community in terms of GESI would look like and identify concrete strategies to achieve this

vision for GESI within the community. Instead of focusing on the negative aspects that divide communities (dividers), appreciative inquiry seeks to focus on the positive elements that communities have in common (connectors) and build on those to develop a shared vision on how to further improve GESI within the community.

To provide substantive support to the work being done at the local level by the partners through the P2P groups, IIDS's baseline assessment data and INHURED's policy research is shared and discussed with the groups to help define and identify the advocacy priorities on GESI issues. The reports provided quantitative and qualitative information to support the advocacy by these groups in the working districts. The IIDS quantitative data also feeds into the qualitative assessment of INHURED International on GESI perceptions and status of GESI policies implementation. The work done by WA and DNF is further amplified through JMC's street drama, TV program and radio broadcasting of PSAs/jingles creating media awareness on effective implementation of GESI policies.

## 2.5. Past Quarter Activities

### First Quarter (October- December 2015)

Technically, the first quarter of the project has been aligned with USAID's fiscal year quarters such that Y1Q1 of project implementation covers October to December 2015. The project preparatory phase of the two months of August and September 2015 were also covered in the Y1Q1 report. USAID/Nepal and TAF/Nepal signed a cooperative agreement on July 27, 2015 for the CMM-GESI project. Activities during these two months focused on finalization of award documents with USAID, partner orientations, AWP (Annual Work Plan) development, PMP development, staff hiring, and initiation of sub-grant agreements with local partners.

Details on the activities of the first quarter considered to begin formally in October 2015 include:

- Project Orientation Meeting: On August 27, 2015, TAF organized an orientation on the CMM-GESI project for its partners at its country office in Kathmandu. The objective of the meeting was to orient partners about the project and USAID's requirements for M&E and branding and marking. A total of 18 participants were present in the meeting including representatives from TAF and USAID.
- Joint Field Visit of USAID and TAF: A joint field visit of TAF and USAID was organized to the CMM-GESI project site of Khimti, Ramechhap, on September 16, 2015 to better understand the significance and challenges of CMM- GESI program from the gender perspective and meet with the local partners and potential women stakeholders for the program. Women Act organized an interactive field visit with the Community



Women Group. Around 150 local women of various ages attended and actively participated in the program despite fasting during the Teej festival. Many issues related to women's rights and equity came up during the discussion especially in relation to post-earthquake recovery and how this has impacted on gender equality.

- **AWP Development:** TAF developed the project's first year AWP and PMP after a series of consultations among partners and TAF's senior staff for review and approval of USAID/Nepal. Several rounds of review and discussions were held between TAF and USAID in this quarter.
- **Sub-grant Agreements:** TAF initiated the process of finalizing the individual sub-grants with the local partner organizations after receiving approval from USAID in early December 2015.

### **Second Quarter (January-March 2016)**

The first quarter of the project was an inception phase, with the AWP approved in the latter part of the quarter. TAF and its partners built on the progress of the first quarter in quarter two to implement substantive project activities. Below are the second quarter activities:

- **AWP Finalization:** USAID approved the project's first year AWP in January 2016.
- **Orientation Workshop with Partners:** TAF organized an orientation to share and discuss the project's draft AWP with its partners. Fourteen participants, including the senior management and key project staff from WA, DNF, INHURED, JMC and IIDS attended the meeting.
- **Partner Contract Finalization:** After approval of the AWP by USAID, TAF started developing contracts for its five partners. By the end of December 2015, first draft sub-agreements were developed and shared with respective partners for further discussion. TAF organized separate meetings with partners to finalize their respective sub-agreements.
- **Performance Monitoring and Evaluation Plan (PMP) Revision:** After finalizing the AWP, the project's PMP was revised as a part of the work plan development process. Additional outputs and outcome indicators were included per the approved AWP. The PMP was approved together with the AWP.
- **Project Extension/Modification Proposal Finalization:** In the context of the recent earthquake and in recognition of its potential to exacerbate relationships between gender and social groups in Nepal and at USAID's request, TAF modified the CMM-GEI project proposal, extending its activities to cover four additional earthquake-

affected districts (Dolakha, Dhading, Nuwakot, and Rasuwa). The first draft of the modified proposal was submitted to USAID for consideration on December 10, 2015.

### **Third Quarter (April- July 2016)**

The third quarter of the project covered a range of activities of TAF partners conducted by WA, DNF, JMC, INHURED, and IIDS. Below are the third quarter activities:

- *OCA/OPI Assessment:* TAF partners WA, DNF, IIDS and INHURED conducted OCA/OPI assessments and submitted reports to TAF.
- *Baseline Study:* TAF partners WA, DNF and IIDS jointly rolled out the baseline study of GESI policy performance in target districts. The GESI Audits of WA and DNF have been merged into a comprehensive baseline assessment.
- *Comprehensive Assessments:* TAFs partner INHURED International rolled out two major assessments: (1) a comprehensive assessment of Nepal's international commitments and obligations to promote GESI in relation to the national legal and policy framework for women and Dalits; and (2) a comprehensive assessment of the implementation of the national GESI legal and policy framework and its status at the district level.
- *Technical Capacity Building Workshop to Partners:* TAF organized a technical capacity building workshop to develop understanding on the People to People Approach, Do No Harm and Conflict Sensitivity on February 26, 2016. Altogether 25 partner staff members (females 8, males 17, Dalits 9) benefitted from the workshop.
- *Primary Level Stakeholder Interactions:* WA and DNF organized ten local level stakeholder and community interaction programs in the project districts. DNF organized 5 interaction programs in Kaski, Achham, Ramechhap, Sindhuli and Kathmandu respectively. WA organized five interaction programs in Kailali, Kaski, Achham, Ramechhap and Sindhuli respectively.
- *TOT on Gender and Identity Transformation:* TAF, WA and DNF organized a three-day Training of Trainers (TOT) on Gender and Identity Transformation in Manthali, Ramechhap from March 29-31, 2016. There were 502 (male: 322, female: 180, out of total 151 were Dalits) people participating in these events, trainings, and activities designed to build mass support for peace and reconciliation.
- *Modification Proposal Submission to USAID:* TAF finalized the modification proposal on June 3, 2016 and submitted to USAID.

## **2.6. Challenges**

This section will discuss the major challenges for the year as a whole:

- There is a lack of common understanding of GESI issues and challenges at the national and sub-national levels amongst state and non-state stakeholders. The implementation of a CMM program using the GESI lens and applying the P2P and AI approaches requires intensive investment on building the capacity of local partners to understand and apply these tools effectively. It is crucial to ensure a common understanding on the operating principles of GESI amongst state and non-state stakeholders so that this understanding is reflective of Nepal's current and evolving socio-cultural and political realities. Building the initial theoretical and operational understanding of the project design with the local implementing partner, and thereby, laying the foundation for the community level interventions was time consuming and took longer than anticipated. This led to a delay in the planned activities and spill over of project activities into the respective quarters that followed.
- During field level trainings, it was difficult to convince elder participants in many cases to join the trainings. They were less open to the issues of gender equality and social inclusion. However, WA and DNF clarified that the project is going to be looking beyond questioning social values, to also advocating and addressing policy level changes through the trainings; and will form groups incorporating different identities to work together. This made the elderly members of the community more willing to join the trainings as they felt that, they may have an opportunity to influence larger policy issues, and not be entrusted with challenging and changing day to day social norms and behavior. It was found that, after attending all the trainings, the elderly seemed more open and comfortable to discuss issues of gender and caste based discrimination.
- The project team recognized the need for greater coordination amongst implementing partners to ensure synergy and collective action. While field level coordination between WA and DNF seemed fine, our research partner was not being able to feed data to the other implementing partners on time. However, for effective coordination between implementing agencies, TAF encouraged the partners to share monthly calendars with TAF which would be disseminated amongst all partners, encouraged frequent communication and sharing of best practices, problems, and progress amongst partners, and so on. This has led to improvement in coordination and collaborative efforts between partners contributing to the larger goal of the project.
- Local people were occupied due to seasonal obligations like harvesting. Hence, TAF and partners revised dates of the activities accordingly to avoid clashes with festivals, important dates and seasons.

- Local people were occupied due to seasonal obligations like harvesting. Hence, TAF and partners revised dates of the activities accordingly to avoid clashes with festivals, important dates and seasons.
- In some of the local trainings, due to popularity of the project activities, many local people got interested in participating. The limited resources of the project could only involve a few groups of men and women as key beneficiaries. Hence, TAF, WA and DNF involved them in other planned activities of the project.
- In some cases, the partners had to re-adjust the calendar of operation due to unavailability of key stakeholders as per the original schedule. The work at the ground is intensive. For the same reason, partners shared that one Social Mobilizer for two VDCs is challenging and is falling short of staff in delivering the project effectively and efficiently. The lack of equipment, furniture and vehicle were pointed as few administrative challenges from the working districts. Hence, TAF will provide necessary equipment to WA and DNF in year two to enhance the effectiveness of field level activity and reporting such as computers, cameras, printers etc.

### 3. RESULTS ACHIEVED

#### 3.1. Progress per the Performance Monitoring and Evaluation Plan

The progress of the activities in achieving the desired target/results of this year is reflected in the PMEP table below:

S.N .	Indicator	Y1 Q1 (Oct - Dec 2015)		Y1 Q2 (Jan - Mar 2016)		Y1 Q3 (Jan - Mar 2016)		Y1 Q4 (Jan - Mar 2016)		Total	
		Target	Achieved	Target	Achieved	Target	Achieved	Target	Achieved	Target	Achieved
1	Number of USG-funded events, trainings, or activities designed to build support for peace or reconciliation on a mass scale	0	0	15	13	36	36	101	109	152	158

2	Number of people participating in USG-supported events, trainings, or activities designed to build mass support for peace and reconciliation	0	0	396	502	1092	1382	5960	11619	7448	13503 <sup>1</sup>
	Male				322		698		6327		7347
	Female				180		684		5292		6156
	Dalits				151		500		3230		3881
3	Number of new groups or initiatives created through USAID funding, dedicated to resolving the conflict or the drivers of conflict							24	24	24	24
4	Number of local women participating in a substantive role or position in a peacebuilding process supported with USG assistance (1.6-6)							48	37	48	37
5	Number of people from marginalized group participating in a substantive role or position in a peacebuilding process supported with USG assistance (1.6-201)							24	22	24	22
6	Number of media stories disseminated with USG support to facilitate the advancement of reconciliation or peace processes							200	0	200	0 <sup>2</sup>
7	Number of Policies, Regulations, Administrative Procedures in each of the following stages of development as a							5	6	5	6

<sup>1</sup> Since we had a lot of public events (such as Teej celebration, outreach events both school and public events, street drama etc.) in the quarter, the number of beneficiaries went up significantly. As per TAF, there is no stated methodology to assess participation of people in public events held as open events. Hence no M&E specific methodology can be provided to support deviation from the target.

<sup>2</sup> During reporting period, radio jingles-5, PSA-1, weekly radio and Weekly TV program contains were under approval process from USAID

	result of USG assistants (Analysis, Stakeholder consultation/public debate, drafting or revision, approval (Legislative or regulatory), Full and effective implementation (4.5.1-24)										
8	Number of policies or procedures drafted, proposed or adopted with USG assistance designed to promote gender at the national or sub-national level (GNDR-1)							2	2	2	2

## 3.2. Progress per Program Objectives

**QUARTER ONE** priorities mostly centered on the program inception activities from October 1 to December 31, 2015. The project preparatory phase of the two months of August and September 2015 was also included in this quarter. This quarter's activities included partner orientations, Annual Work Plan (AWP) development, Performance Monitoring and Evaluation (PMP) Plan development, staff hiring, and initiation of sub-grant agreements with local partners. TAF organized an orientation meeting for implementing partners on August, 2015. TAF developed an AWP that was finalized on December, 2015. TAF organized a second orientation meeting for partners to discuss and share the approved AWP. For the detail activities and progress of this quarter, please refer to the first quarterly report which was submitted to USAID on April 22, 2016.

**QUARTER TWO** of the project started with a launching ceremony of the project on Jan 19, 2016. TAF's project partners completed staff selection and orientation, and conducted Organizational Capacity Assessments (OCA). Furthermore, WA and DNF selected local partners. Similarly, WA and DNF organized local level stakeholder and community interaction programs in the project districts. TAF organized a Technical Capacity Building Workshop for partners on Feb 26, 2016. This workshop was organized to develop our partners' understanding of the People to People (P2P) Approach, Do No Harm (DNH) and Conflict Sensitivity issues. TAF partners WA, DNF and IIDS jointly rolled out the baseline assessment of GESI policy performance in target districts. Similarly, INHURED International conducted assessments on; (1) Nepal's international

commitments and obligations to promote GESI in relation to the national legal and policy framework for Women and Dalits, and (2) implementation of the national GESI legal and policy framework and its status at the district level. Likewise, WA and DNF in coordination with TAF conducted a three-day Training of Trainers (TOT) series on Gender Equality and Social Inclusion from March 29, 2016.

In **QUARTER THREE**, activities under objective one and two recorded significant progress. TAF organized a four-day Training of Trainers (TOT) on Gender and Identity Transformation for Single Identity Groups (SIGT) from May 24-27, 2016. Following this TAF partners WA and DNF successfully rolled out the SIGTs in all the project communities. A total of 12 SIGTs were organized for women and men groups by WA, and 12 by DNF for Dalit and non- Dalit groups. WA and DNF also submitted the Detail Implementation Plan (DIP) for all 12 target VDCs in this quarter.

Similarly, INHURED International staged a national level consultation on their comprehensive assessments in this quarter. The first assessment focused on GESI specific legal and policy provisions as well as sectoral laws, policies, budgets and institutions and about the participation of GESI groups in decision-making processes. The second assessment is focused on; (i) a comparative legislative and policy review of Nepal's national GESI and sectoral legal and policy framework, (ii) actual implementation of national GESI specific laws and policies and district policy measures and budgets as well as GESI provisions/allocations within sectoral policies, laws and budgets with an eye toward identifying gaps and challenges.

DNF organized a *National Level Dalit Civil Society Conference* in Nawalparasi district. The objectives of the conference were: (a) to hold a discussion on Dalit rights ensured in the new Constitution, (b) lobby to make laws to implement the constitution; and (c) to discuss future strategies to advocate for implementing the Dalit rights enshrined in the constitution.

TAF partner JMC, to raise awareness on GESI amongst target audience/project beneficiaries, produced street drama titled 'Attempt for Gender and Social Inclusion.' The staging of the street dramas was done over quarter three and four and received overwhelming response in the target districts.

#### **QUARTER FOUR (In Detail)**

##### **Trainings on Gender and Identity Transformation for Mixed Identity Groups**

As part of the Gender and Identity Transformative Trainings, TAF organized a two days Training of Trainers (TOT) on Gender and Identity Transformation for Mixed Identity Groups for its partners WA and DNF from July 26-27, 2016 in Dhulikhel. The main goal of the TOT was to produce trainers who would enable different identity groups at the district-level to increase their appreciation for each other's experiences and differences.



This TOT produced 31 trainers (female: 11, male: 20 from Women Act and Dalit NGO Federation, out of which 15 were Dalits) on Gender and Identity Transformation. The trainers trained in the TOT from WA rolled-out the field trainings in Kathmandu and Kaski from August 9-12, Achham and Kailali from August 16-19, and Ramechhap and Sindhuli from August 23-26; reaching a total of 371 people (Male: 181, Female: 229, Dalits: 26). Similarly, the trainers trained in the TOT from DNF organized trainings on the same dates as WA in the respective districts; reaching a total of 365 participants (Male: 163, Female: 202, Dalits: 187).

### **Trainings on Collaborative Leadership and Advocacy Skills**

To promote intra and inter-stakeholder dialogues, and to enhance collaboration and advocacy capacity among Dalit communities and women's groups at the local level, TAF conducted a three-day Training of Trainers (TOT) on Collaborative Leadership and Advocacy Skills for 32 central and district staffs from WA and DNF from September 20-21 in Pokhara (male: 20, female: 12, Dalits: 17). The major objective of the TOT was to produce trainers on Collaborative Leadership and Advocacy Skills who later will conduct trainings at the local level.



Participants stated that this TOT helped them envision results of the project. These trainings have been instrumental to make the participants realize that there must be strong collaboration between two opposite groups (Male and Female and Dalit and Non-Dalit) to minimize gender and caste divides in the society and to enable them as trainers. At the end of the training, two mock community advocacy plans were developed by the partners; one by Women Act on



women's issues and the other by Dalit NGO Federation on Dalit's issues. These plans were used by WA and DNF as models for other community level Collaborative Leadership and Advocacy Trainings.

TAF partners WA and DNF organized 4 Collaborative Leadership and Advocacy Trainings in year one. The main objective of these community level trainings was to bring key community leaders from each P2P Advocacy Groups together i.e. women and men and Dalits and community leaders to meet around shared values (connectors) to assess barriers (dividers) to substantive collaboration on the issue of inclusion. Trainings in Achham were held from 27-29 September, 2016 and in Kailali from 26-28 September 2016 in Y1. The CLAs were rolled out in the end of September, and only four trainings could be finished within Y1. Other CLA trainings will be rolled over to the first quarter of Y2. Partners carefully rolled out the CLA trainings in the end of September despite the Dashain festival. However, public holidays were avoided so that the local community participation did not suffer. In Y1 WA trained 62 local people from two project districts, Achham and Kailali (Male: 31, Female: 31, Dalits: 9). Similarly, DNF trained 61 local people in Achham and Kailali (Male: 35, Female: 26, Dalits: 30). The participants shared issues and problems experienced in their respective VDCs and took on the role of developing action plans to address those issues. Please see the Community Action Plans in Annex 27.

### **Community Interactions Programs**

TAF, WA and DNF organized two district level interactions with local community members to discuss and reflect on the effectiveness of project activities and people's perception on the project in Kailali and Achham on September 25 and 28 respectively. A total of 215 locals (Male: 112, Female: 103, Dalits: 77) attended the interactions including members of the mixed groups and other project beneficiaries. Representatives from The Asia Foundation, USAID, WA and DNF were present in these events.

Most of participants said that the P2P approach of the project is making a difference in local communities and it's a unique project. Participants further said that people from the opposing groups of the project (men and women, Dalits and non-Dalits) are now talking about their common issues and interests. One of the participants in Kailali said that the project is bringing people together for their shared problems and has changed people's attitude and behavior towards gender inequality and caste based discrimination.

***Cumulated segregated data of Community Interactions in 2 project districts***

S.N.	Districts	Total		Caste & Ethnicity				Total
		Male	Female	Brahmin/Chhetri	Dalit	Janajati	Other	
1	Achham	37	49	51	35			86
2	Kailali	75	54	75	42	12		129
<b>Total</b>		<b>112</b>	<b>103</b>	<b>126</b>	<b>77</b>	<b>12</b>		<b>215</b>

### **Street Drama Roll-out**

The street drama team from JMC successfully staged the activity in all project sites in July 2016. To get people's view on the street drama, JMC developed an assessment questionnaire and circulated amongst the audience randomly a total of 119 evaluations/questionnaires were collected from 11 VDCs (see Annex 26). The drama was also successful in delivering the sensitive content in a light-hearted manner. For example, people in Dakshinkali laughed in agreeing nods when a husband's character asks the wife about how much water he needs to put in the pot to make good rice. Through the street drama, people were able to reflect on both equality and equity, namely how equity is a process to reach the goal of equality. The characters of the drama clearly explained these concepts in a simple way through their conversations. This drama was designed to sensitize people on GESI concepts, policies and processes.

The drama team staged their work in Pakarbas and Khimti of Ramehcap from July 3-4; Hatpate and Ranibas of Sindhuli from July 5-6; Chaumala and Godawari of Kailali from July 8-9; Lungra and Marku of Accham from July 11-12; Chapakot and Bhadaure Tamagi of Kaski from July 14-15; and finally Pharping of Kathmandu from July 16-17. Approximately 2800 local community people (male: 1110, female: 1690, Dalits: 1080) observed these



street dramas. JMC had targeted to reach 200 people per one staging. A total of 11 street dramas, two each in five districts and one in Kathmandu-Dakshinkali were held, so 2800 people was above satisfactory. 20 street dramas will be rolled out again in year two, including four new additional districts.

### **Various Outreach Events**

WA and DNF organized various outreach events in the selected project districts. They organized activities like GESI Oratory Competition, Debate, Quiz, GESI Essay Competition etc. across project districts reaching 5454 people (Male: 2514 Female: 2940, Dalits: 1083). These events were organized to enhance the level of public awareness on GESI issues in the selected VDCs. This helped the project to reach out to more people in a very short span of time.

Outreach Activity Details of WA:

Activity	District	VDC/Municipality	Total	Male	Female	Dalit
GESI Quiz	Achham	Lungra	15	8	7	3
GESI Oratory Competition		Marku	18	10	8	4
GESI class		Lungra	110	65	45	20
GESI class		Marku	79	46	33	11
Teej celebration		Lungra	350	150	200	60
Teej celebration		Marku	300	200	100	75
GESI Drawing Competition	Kailali	Godawari	11	6	5	7
GESI Essay com		Chaumala	9	7	2	2
GESI class		Godawari	185	82	103	26
GESI class		Chaumala	210	113	97	35
Teej celebration		Godawari	350	112	238	40
Teej celebration		Chaumala	280	100	180	60
GESI Essay Competition	Kaski	Bhadaure	30	13	17	11
GESI quiz		Chapakot	24	10	14	8
GESI Class		Bhadaure	75	30	45	15
GESI Class		Chapakot	250	100	150	65
Teej celebration		Bhadaure	200	75	125	50
Teej celebration		Chapakot	350	100	250	90
GESI Essay com	Kathmandu	Dakshinkali	8	3	5	1
GESI Oratory com.		Dakshinkali	8	4	4	1
GESI Class		Dakshinkali	300	130	170	45
Teej celebration		Dakshinkali	450	300	150	80
GESI Essay Competition	Ramechhap	Khimti	23	5	18	7
GESI Class		Khimti	142	80	62	35
GESI Quiz		Pakarbhas	32	16	16	5
GESI Class		Pakarbhas	236	140	96	30
Teej celebration		Khimti	300	125	175	43
Teej celebration		Pakarbhas	250	96	154	55
GESI Oratory com.	Sindhuli	Ranibas	39	20	19	9
GESI classes		Ranibas	85	40	45	20
GESI Teej celebration		Ranibas	270	110	160	55
GESI Eassay com		Hatpate	15	8	7	5
GESI classes		Hatpate	150	70	80	50
GESI Teej celebration		Hatpate	300	140	160	60
Total			5454	2514	2940	1083

Similarly, DNF also organized public and school events reaching 2148 participants (Male: 1064, Female: 1084, Dalits: 677). These events were organized to sensitize broader community people on GESI issues.



Outreach activity details of DNF:

Activity	District	VDC/Municipality	Total	Male	Female	Dalit
GESI Quiz	Achham	Markhu	247	115	132	67
Speech Competition		Lungra	216	98	118	63
GESI Quiz	Kailali	Chaumala	43	26	17	6
GESI Quiz		Godawari	59	31	28	54
Speech Competition		Chaumala	41	32	9	4
Speech Competition		Godawari	55	28	27	48
Tea Party		Chaumala	18	8	10	6
Tea Party		Godawari	20	13	7	10
GESI Quiz	Kaski	Chapakot	59	29	30	6
GESI Quiz		Bhadaure	76	38	38	38
Speech Competition		Chapakot	31	16	15	6
Speech Competition		Bhadaure	70	24	46	29
Tea Party		Chapakot	47	22	25	17
Tea Party		Bhadaure	47	32	15	18
Group Orientation		Chapakot	117	11	106	24
Group Orientation		Bhadaure	84	31	53	19
Quiz Contest	Kathmandu	Dakshinkali	58	34	24	15
Speech Competition		Dakshinkali	114	59	55	18

Tea Party		Dakshinkali	65	27	38	30
GESI Quiz	Ramechhap	Khimti	42	25	17	19
GESI Quiz		Pakarbass	49	28	21	21
Speech Competition		Khimti	62	42	20	29
Speech Competition		Pakarbass	67	42	25	34
Tea Party		Khimti	42	23	19	16
Tea Party		Pakarbass	32	16	16	10
Group Orientation		Khimti	35	18	17	7
Group Orientation		Pakarbass	74	48	26	9
GESI Quiz		Sindhuli	Hatpate and Ranibas	93	51	42
Speech Competition	Hatpate and Ranibas		99	59	40	11
Tea Party	Hatpate and Ranibas		86	38	48	30
Total			2148	1064	1084	677

### **Review of Procedural Guidance Handbook (PGH) on GESI**

INHURED International prepared a preliminary draft of the PGH and shared it amongst stakeholders through the medium of a discussion session conducted on the 15th of September, 2016. The discussion session proved feedback from stakeholders (people from Government, Media, Academia, Development Sector, and Private Sector participated). Many experts on GESI attended the program to contribute substantially on the content. Recommendation ranged from focusing on how



people can access the governing bodies, network, etc. for information on relevant services that they are entitled to; making the content and format more basic-reader friendly to adding pictorials and case studies. Once the recommendations were incorporated into the PGH draft, a second round of discussion session was conducted on the 29th of September, 2016 to solicit feedback from GESI experts on the revised PGH. The second session focused on in-depth inputs from the partners, hence, CMM-GESI partners were invited, whereas, first session was conducted amongst the larger participation of stakeholders. A total of 80 people (Male: 42, Female: 38 Dalits: 9 – Annex 28) participated in these two events. The PGH which is created with the objective to help banerberries into access information on relevant services that they are entitled to; and facilitate concerned state authorities to act in combination of compliance of policies, laws and procedures was later launched in December, 2016, in quarter 1 of project Year two.

## **4. SUCCESS STORIES**

**Story of a participant who attended WA's trainings:**



In the last few quarters, many participants associated with CMM/GESI project witnessed transformational journeys, including Ram Krishna Basnet from Dakshinkali. He reiterated his change in perception on gender and caste based discrimination after participating in SIGT training.

*Reflections from Mr. Ram Krishna Basnet*

Mr. Ram Krishna Basnet, a resident of Dakshinkali Municipality, participated in gender and identity transformation training organized by DNF for single identity groups in Dakshinkali. Conversation with him after the training shows that the training has affected his mind-set to change and think differently.

Mr. Basnet told us that before attending the training, he was unaware about the way people should behave. He admitted that the training made him undergo a process of realization and revelation. It struck him like a wake-up call and brought him to remorse for all his past discriminatory actions he had committed knowingly and unknowingly. He said that the training was the first of its kind in terms of its participants' composition and contents. He further said that this training has moved him from within. He believes that there are lots of people like him in the society, hence, training like this is needed for all the community people to change the society. He shared with us that he would certainly share the learnings and help others to improve their behavior and attitude, especially to reduce caste and gender based discrimination.

Mr. Basnet re-iterated that this training has to be extended from highest to the lowest level of the society where there are people induced with social mal-practices relating to caste and gender. At the end, he thanked the individuals and institutions engaged behind the training and acknowledged the contribution made by USAID, TAF, and DNF in helping him change his mind-set on caste and gender based discrimination and the harm it could impose to others and the society.

*Reflections from Mr. Shree Kanchha Tamang*

After the completion of MIGT in Dakshinkali, Kathmandu, one of the participants Mr. Shree Kanchha Tamang admitted that he never valued women at home and outside. When Mr. Tamang attended SIGT and MIGT, he started respecting the identity of women at home and in his community. He expressed his happiness that the travel allowance he got during the training was prioritized for his wife's education. He supported her for an informal education classes.

*Reflections from Ms. Kalpana Rasaili*

One of the participants Ms. Kalpana Rasaili of Kailali has two sons and one daughter. Before she came for the training, she believed that she only needed to focus on sending her sons to school and the daughter should be more focused on doing household chores alongside her education. She also said that this feeling was reinforced by her family. However, after the training she realized that she needed to treat both her sons and daughter equally. She challenged her family's belief and decided to focus equally on her daughter's education and ensure that she got the same opportunities as her sons. She added, "If women get a chance then they can do the same things as men."



### **Story of a participant who attended DNF's trainings:**

#### Reflections from Mr. Jagat Nepali

28 years lives in Chaumala VDC ward no. 4 of Kailali. He was involved in foreign employment since the age of 15. He first went to India for work and now after five years' of service in Saudi Arabia decided to come back to Nepal permanently. He participated in DNF's Gender and Identity Transformation training for Mixed Identity Group and learnt about gender equality, social inclusion and ways to bring about social transformation in the society. Although these things were not new to him, the only difference was his realization of being associated to these issues in a negative way. Knowingly or unknowingly, he was insensitive towards people. After attending the training, he reflected on his daily routine within and outside of his family involvement. He could see the perpetuation of ill actions without realization. He admitted of being repressive towards his own female family members. Moreover, he claimed of being loudmouth and confessed of overreacting against people he perceived to be lower castes. He carefully revisited all his past actions and attitude post training and realized that he was blindly following cultural practices of discrimination perpetuated by his family members. He felt remorseful after realizing the actions taken which must have inflicted pain to women and Dalits unknowingly. He realized after the training that there is no difference between him and them. Furthermore, he claims to be a socially transformed person now who respects everyone and treats them with dignity. He is committed to bring transformations in others' lives to rectify their actions and lead as a better human being. He shared his gratification towards DNF, Woman Act, TAF and USAID for the training which proved to be a turning point of his life.

#### Reflections from Ms. Bhawana Badi

One of the participants Ms. Bhawana Badi who attended DNF's trainings shared that ssociety has been discriminating against Badi people like her. She used to take as normal. After attending DNF's trainings, she understood that the caste based discrimination is manmade and can be changed. Now she has started orienting other community people like her about the caste based discrimination.

The project has seen positive results in a very short span of time. In the last year, we have seen some remarkable results at the subnational level. The project so far has seen changed mindset of community people. Opposite groups (mixed P2P groups: Dalit and Non-Dalit and Men and Women) are committed to end gender and caste based discrimination. Not only mixed P2P groups, since VDC and DDC officials attended our various training program at the local level, they also have given their commitment to support the project activities and P2P groups in their advocacy action plans and making discrimination free VDCs. For the very first time in Nepal, we have created mixed community groups of Men and Women as well as Dalits and Higher Caste people through this project to work on women's and Dalits issues respectively.

## 5. BEST PRACTICES AND LESSONS LEARNED

### Best Practices

- Engaging with government bodies/supply side institutions as much as possible: There is rapport building with government bodies and line agencies successfully which will help pave way for future engagements on GESI issues. Acknowledging the significance of the project in their VDCs, even the VDC secretaries have expressed their commitment to allocate some portion of budget to support the project activities in their yearly budget plan. For example, WA and DNF's strong coordination at the district level was instrumental in ensuring participation from the government line agencies in all project activities, especially in the GESI Training of Trainers (TOTs) where a total of 12 government officials from Kathmandu, Kaski, Kailali and Achham attended and actively participated.
- Resource/knowledge sharing: The exchange of resource persons between WA and DNF to deliver sessions during the single identity group trainings was very effective. It added value to the trainings by bringing their experience and expertise on gender equality and social inclusion. Most of the session related to gender equality at DNF's training was facilitated by the representatives of WA and the session's related to social inclusion and caste based discrimination at WA's events were taken by the representatives of DNF.
- Partner's capacity building: TAF organized a Training of Trainers for partners' staffs before the field level trainings. This idea of building and using the capacities of partners' team to deliver field level training was very effective; it built the in-house capacity of partners and added significant value to the project and organizations as well. TOT helped trainers from DNF and WA to have hands on experience of 'how to conduct trainings' on different GESI related issues such as gender equality, equity, caste based discrimination, human rights, etc.
- Sharing work: TAF, WA and DNF jointly planned and executed GESI TOT in Kailali and Kaski. TAF provided technical support in developing a training manual and delivered trainings



sessions. WA and DNF executed the training together with TAF. WA and DNF sent out joint invitation letters to government officials for the training. This approach was helpful in terms of ensuring full participation of stakeholders and people as well as event management. This joint approach was greatly appreciated by the participants, government line agencies and stakeholders. Participants shared the information on gender equality, social inclusion and appreciative inquiry at the household and community level. This was effective in bringing change in people's attitude and behaviors at individual level. Hesitation of non- Dalits eating and sitting together with Dalit has been changed. The growing Sympathy, empathy, active listening and way of community mediation also can be considered as success story as majority of the participants of MIGT and SIGT have appreciated and expressed some change in their negative mind set.

- Identification of Dividers and connectors in project communities (See Annex 25 for detail dividers and connectors): These identification of the dividers and connectors helped in determining the similarities and differences between all the working areas and shaped different sessions of Training on GESI. Case studies were developed and different stories were shared during the training as per the local issues. Using institutionalized platforms, which is a connector in the communities, like schools, to discuss project matters. During the outreach activities in the project VDCs, WA organized GESI classes with grade 8-12 students from local schools. They participated enthusiastically and reported that they taught and discussed on these issues with their family members at home. They shared that men and women are equal, all the people are equal regardless of their caste, gender, class, geography etc. Some of the participants in our past trainings in the district proactively participated and supported WA district team to organize GESI classes and events in the local schools in their communities.
- Learning from the P2P approach: P2P proved to be a new learning not just at the community level but even at individual and institutional level. The activities have led to in-house capacity building of partner team, Dalit activists and government staff on GESI issues creating enabling environment for implementing GESI policies. Common understanding between the partners on comprehension of GESI and its approach; concept/approach of P2P is well perceived and widely appreciated from community people. Participants expressed their satisfaction over the contents of trainings and shared that the topics discussed were completely different and innovative.
- Community awareness and outreach: Using a widely celebrated and recognized festivals as an occasion to bring people together to discuss on GESI issues is a best practice under the project. Men and Women in the project VDCs jointly organized GESI 'Teej' Celebration programs and sang songs on Gender Equality and Social Inclusion. Most of the participants were from the group who had already participated GESI trainings in the past. It gave a

message to the community people that Teej is not only the festival of women and but men should be a part of it in celebrating gender equality.

In conclusion, throughout the project, change makers and connectors were developed at the community level to ensure effective GESI policies implementation. VDC level key leaders (political and social) are committed to announce discriminatory and untouchability free VDC of the working areas. Partner organizations have acquired certain degree of expertise in GESI issues and can influence concerned stakeholders for desired change especially related to caste and gender discrimination. The project has contributed in inculcating positive attitude among people at local level through its trainings on social inclusion, GESI and leadership developments. People have become positive to collaborate against caste and gender based discrimination. They have become more concerned and shown commitment for working towards 'Caste and Gender discrimination free VDC' declaration campaign. The cooperation and coordination with government agencies and other functional institutions at local and national level is found more effective in influencing change positively.

### **Lessons Learnt**

- There is a need to consider seasonal calendar while organizing project activities and to ensure full participation of the crucial stakeholders.
- Inclusive community groups were recently formed and they committedly drafted their GESI action plans. This brings their ownership in delivering GESI related activities in a planned manner. It was learnt that provision of seed money and program budget can further strengthen their spirit of collaboration.
- Festivals and different international days can be used for celebration at the community level. Cultural programs were organized jointly which were effective in building relationship with the community people. It allowed project beneficiaries to exercise their leadership to mobilize people and spread awareness on GESI issues. The community outreach program should be scaled up in order to increase social harmony and reduce discriminatory practices.
- Media is effective way raise awareness amongst people on GESI issues. This helped the project to reach out to more people in a very short span of time.
- Time and situation need to be considered while planning programs (For eg. Street Drama during monsoon season). The local context (language, accessibility of the people etc.) needs to be considered as an important aspect while implementing activities in the field.
- In many training sessions, participants have created strong bonds and comfort to openly share their talents with everyone. Mainly the women participants' recited poems and songs related to GESI issues and partner organizations are collecting them which can be included in training manuals.

- Collaboration with VDC secretaries for the selection of the participants for single identity group trainings worked well. This increased ownership of the program among VDCs and targeted communities. In some places, VDC secretaries themselves participated in the training. However, regular coordination with DDC and VDC is necessary. Mobilization of local networks like functional groups, youth club, teacher associations, mother groups, women groups, political leaders, social leaders and Dalit groups is important.

## **6. MANAGEMENT REPORT**

### **6.1. Project Staffing**

TAF core team included Program Manager Mr. Kumar Khadka for the project since October 2015. TAF continued GESI Consultant Ms. Kripa Basnyat's contract to develop training manuals and help in conducting the trainings. In addition, TAF also continued Project Assistant Mr. Binayak Basnyat to provide support in the implementation of day-to-day project activities. TAF's program development advisor Ms. Tirza Theunissen provided technical assistance and guidance on development of resource and training manuals on GESI, P2P and DNH and in the implementation of the project activities until the third quarter of the project. In addition, TAF has managed 50% of M&E Officer, Mr. Ujjwal Krishna Mali's time to the project.

Below table presents TAF's current staffs' employment status. In addition, Ms. Nandita Baruah, TAF's Deputy Country Representative, provides technical oversight to the project. Ms. Preeti Thapa, Senior Program Officer of TAF, served as a Conflict Program Advisor and provided technical support to local partners on conflict mitigation and management issues. The afore mentioned staff comprise the senior management team of The Asia Foundation, and hence are responsible for providing guidance and support to the project team on all operational and technical aspects of the CMM-GESI program and all other programs of the Foundation. The role of the senior management includes at the macro level: guiding and mentoring program team members; ensuring financial compliance, which includes oversight of financial compliance of sub grantees; following up on critical communication with donors, including attending meetings; negotiations with government counterparts as warranted and representation at key events. At a micro level, the senior management team members listed above have been intensively involved in reviewing financial and technical documents submitted by sub grantees; facilitating training programs for partners; reviewing AWP's and annual and quarterly reports, assisting with talking points/ speeches for USG and government representatives attending events as required.

S.N.	Name	Position	Employment Date	
			Start Date/Month	End Date
1	Mr. Kumar Khadka	Project Manager	October 2015	July 2018
2	Ms. Kripa Basnyat	GESI Consultant	March 2016	February 2017
3	Mr. Binayak Basnyat	Project Associate	October 2016	September 2017
4	Mr. Ujjwal Krishna Mali	M&E Officer	November 2016	September 2017

## 6.2 Management Issues

Given the complex nature of the project and issues regarding the quality of the information included and presented in the report from TAF, it took numerous revisions before the work plan was of sufficient quality to be approved by USAID. In addition, the local partners had to go through a very time consuming bureaucratic approval seeking process from the concerned local authorities at national and district level which further delayed the roll out of the workplan. A lot of time had to be devoted to building a common understanding on the theoretical and operational principles of the project amongst all the implementing partners. TAF coordinated with all the key implementing partners through a process of collective and individual meetings and discussions to expedite the project activities.

TAF experienced some difficulties in terms of rolling out baseline study and comprehensive assessments. The team assigned for baseline study by IIDS needed a lot of hand holding on holistically understanding the conceptual framing of the project. Hence, TAF had to allocate sometime to capacitate IIDS to sensitize them on GESI issues and re-adjust their study team before they started the study. It took some time which delayed the baseline study. Similarly, TAF partner INHURED's comprehensive studies got delayed for 20 days. This happened mainly due to the delays in hiring of consultants by INHURERD and finalizing the content to be focused under the assessments to be carried out. This affected the implementation of activities lined up in the second quarter as well. After the field study and finalization of first draft report of both baseline and comprehensive assessments, TAF had some issues relating to the quality of the reports. TAF provided immediate feedback on the reports and now both IIDS and INHURED International are revising and finalizing the report.

## ANNEXES

### Annex 1: Partners' Orientation Workshop Agenda – December 18, 2015

Time	Activities	Responsible
11:00-11:05	Welcome and Opening Remarks	Edward Anderson, Acting Country Representative
11:05-11:15	Introduction of Participants	All
11:15-11:30	Brief Overview of the Program	Nandita Baruah, Deputy Country Representative
11:30-11:45	Tea Break	
11:45-12:15	Partner updates Introduction of the organization What they will be doing in this program for year 1.  <i>Each partner will get 5-7 minutes</i>	Women Act Dalit NGO Federation International Institute for Human Rights, Environment and Development Jagaran Media Center Institute for Integrated Development Studies (Nepal) IIDS
12:15-12:30	Q &A Session (Questions related to the program, activities and budget)	Nandita Baruah, Deputy Country Representative  Kumar Khadka, Program Manager  Ashray Pande, Program Officer
12:30-12:35	Summing up	Kumar Khadka (PM)
12:35-12:45	Closing Remarks	Edward Anderson, Acting Country Representative
12:45-1:15		Lunch

## Annex 2: Partners' Orientation Workshop List of Participants, December 18, 2015

S.N.	Name of the Participants	Designation	Organization
1	Dr. Bishnu Dev Panta	IIDS	Executive Director
2	Mr. Pankaj Koirala	IIDS	Project Coordinator
3	Mr. Dharmendra Lekhak	IIDS	Statistician and Data Analyst
4	Mr. Rem Bahadur BK	JMC	President
5	Mr. Karna Bdr. Nepali	JMC	Program Manager
6	Mr. Ajay Nepali	JMC	Admin/Finance Officer
7	Ms. Shreejana Pokhrel Siwakoti	INHURED	Project Manager
8	Ms. Merina Shrestha	INHURED	Project Associate
9	Mr. Lhakpa Lama	INHURED	Finance Officer
10	Ms. Srijana Adhikari	WA	President
11	Mr. Satish G.C.	WA	Finance Manager
12	Mr. Prakash Adhikari	WA	Consultant
13	Mr. Gajadhar Sunar	DNF	National President
14	Mr. Suman Poudel	DNF	Executive Director
15	Mr. Dhruvraj Gautam B.K	DNF	Finance Officer
16	Mr. Edward Anderson	TAF	Acting Country Representative
17	Ms. Nandita Baruah	TAF	Deputy Country Representative
18	Mr. Kumar Khadka	TAF	Program Manager
19	Mr. Ashray Pande	TAF	Program Officer

## **Annex 3: Agenda of GESI TOT conducted in Manthali, Ramechhap, March 20-31, 2016**

### **Day 1: Tuesday, March 29, 2016**

<b>8: 00- 8:00 AM</b>	<b>Registration and Breakfast</b>
<b>9: 00- 9: 45 AM</b>	<b>Inaugural session</b>
<b>9:45- 10:30 AM</b>	<b>Introductory Session</b> <ul style="list-style-type: none"> <li>▪ Ice Breaker</li> <li>▪ Self-Introduction</li> </ul>
<b>10: 30- 11: 15 AM</b>	<b>Expectations, Objective and Methodology</b> <ul style="list-style-type: none"> <li>▪ Expectations</li> <li>▪ Why GESI TOT? Expectations, methodologies</li> <li>▪ Ground rules</li> </ul>
<b>11:15- 11: 30 AM</b>	<b>TEA BREAK</b>
<b>11: 30- 1: 15 PM</b>	<b>Unpacking Gender</b> <ul style="list-style-type: none"> <li>▪ What is Gender?</li> <li>▪ Understanding Socialization process</li> <li>▪ Differences between Sex and Gender</li> <li>▪ Experiential sharing: Stories from the participants from each district</li> </ul>
<b>1:15- 2:15 PM</b>	<b>LUNCH</b>
<b>2:15- 4:00 PM</b>	<b>Unpacking Gender Based Discrimination</b> <ul style="list-style-type: none"> <li>▪ Define Patriarchy</li> <li>▪ History of Patriarchy</li> <li>▪ Why women support Patriarchy?</li> <li>▪ Gender Labor Division</li> <li>▪ Men's role in gender Equality</li> <li>▪ Unpaid work, time tax and economy</li> </ul>
<b>4:00- 4: 15 PM</b>	<b>TEA BREAK</b>
<b>4:15- 5: 25 PM</b>	<b>Understanding Human Rights</b> <ul style="list-style-type: none"> <li>▪ Icebreaker</li> <li>▪ Introduction to Human Rights – Concepts of HR</li> <li>▪ Different types of Rights</li> <li>▪ Links between CPR and ESCR</li> <li>▪ An overview on International Human Rights Instruments (ICCPR, ICESCR, ICERD, CEDAW, etc)</li> </ul>
<b>5: 25- 5: 30 PM</b>	<b>Taking stock</b>

**Day 2: Wednesday, March 30, 2016**

<b>9: 00- 9:15 AM</b>	<b>Recap</b>
<b>9: 15- 11: 00 AM</b>	<b>Investigating and Analyzing National Policies/Act on Gender Equality</b> <ul style="list-style-type: none"><li>▪ Provisions of gender equality in Constitution of Nepal</li><li>▪ Domestic Violence (Offence and Punishment) Act 2066 B.S.</li><li>▪ Gender Equality Bill, 2006</li><li>▪ 2011 National Action Plan on Implementation of the United Nations Security Council Resolutions 1325 &amp; 1820</li><li>▪ GESI related Committees at District Level</li></ul>
<b>11: 00- 11: 15 AM</b>	<b>TEA BREAK</b>
<b>11:15- 1: 00 PM</b>	<b>Understanding Non Discrimination</b> <ul style="list-style-type: none"><li>▪ Social exclusion &amp; inclusion</li><li>▪ Multi discrimination and Intersectionality Approach</li><li>▪ Non-discrimination and different kinds of discrimination</li><li>▪ Caste Based Discrimination</li></ul>
<b>1: 00- 2: 00 PM</b>	<b>TEA BREAK</b>
<b>2: 00- 4: 00 PM</b>	<b>Unpacking Equality</b> <ul style="list-style-type: none"><li>▪ Approaches to equality and Meaning of equality</li><li>▪ Understanding Equity and Equality</li><li>▪ Structural analysis of Poverty</li></ul>
<b>4: 00- 4: 15 PM</b>	<b>TEA BREAK</b>
<b>4: 15- 5: 15 PM</b>	<b>Understanding Dignity</b>
<b>5: 15- 5: 30 PM</b>	<b>Taking Stock</b>

**Day 3: Thursday, March 31, 2-016**

<b>9: 00- 9:15 AM</b>	<b>Recap</b>
<b>9: 15- 11: 00 AM</b>	<b>Investigating and Analyzing National Policies/Act on Dalit rights</b> <ul style="list-style-type: none"><li>▪ Provisions ensuring Dalit rights in the Constitution of Nepal</li><li>▪ 2011 Caste Based Discrimination and Untouchability (Offence and Punishment) Act; and</li><li>▪ Local Self Governance Act (LSGA), 1999</li><li>▪ Similar policy level changes on civil service hiring quotas, Dalit child scholarships, and guidelines for local bodies with spending targets for marginalized groups followed.</li><li>▪ Structural mechanisms and committee on Dalit rights</li></ul>
<b>11: 00- 11: 15 AM</b>	<b>TEA BREAK</b>
<b>11: 15- 1: 00 PM</b>	<b>Peace building Strategies</b>



- Unpacking People to People Approach
- Concept, Objectives and Assumptions
- Stages of People to People Approach
- Sympathy, Empathy & Trust building

**1:00- 2: 00 PM**

**Lunch**

**2: 00- 4: 00 PM**

**Using GESI as Tool for Change**

- Collaboration
- GESI Micro-teaching

**4:00- 4: 15 PM**

**TEA BREAK**

**4: 15- 5: 15 PM**

**Closing**

**5: 15- 5: 30 PM**

**Final Evaluation**

#### Annex 4: Participants' list of GESI TOT of Manthali, Ramechhap

S.N.	Name	Gender	Organization	District
1	Laxmi Pokhrel	F	Women & Children Office	Ramechhap
2	Rama Kumari Tamang	F	Women & Children Office	Ramechhap
3	Sushila Thing	F	Women Act	Sindhuli
4	Subas Karki	M	Women Act	Sindhuli
5	Kiran Majhi	M	Women Act	Sindhuli
6	Gyanu Shrestha	F	Women Act	Ramechhap
7	Rekha Thapa Karki	F	Women Act	Ramechhap
8	Rina Karn	F	Women Act	Sindhuli
9	Sunita Karki	F	Women Act	Ramechhap
10	Kamala B.K	F	Dalit NGO Federation	Ramechhap
11	Indira Gautam	F	Women Act	Sindhuli
12	Aasha B.K	F	Dalit NGO Federation	Sindhuli
13	Jagat Laxmi Shrestha	F	District Development Committee	Ramechhap
14	Sanu B.K	F	Dalit NGO Federation	Ramechhap
15	Prabina Nepali	F	Dalit NGO Federation	Ramechhap
16	Maya Yonjan	F	Women Act	Ramechhap
17	Rina Adhikari	F	Women Act	Sindhuli
18	Binita Baral	F	Women Act	Sindhuli
19	Sulichana Shrestha	F	Women Act	Sindhuli
20	Ramesh Subedi	M	District Development Committee	Sindhuli
21	Sijendra Sada	M	Dalit NGO Federation	Sindhuli
22	J.B Majhi	M	Women Act	Sindhuli
23	Binda Kumari Thatal	F	Dalit NGO Federation	Sindhuli
24	Indira Bohara	F	Women Act	Ramechhap
25	Yasima Mahat	F	Dalit NGO Federation	Ramechhap
26	Chandra B. Khati	M	Dalit NGO Federation	Ramechhap
27	Rajkumar Bishwakarma	M	Dalit NGO Federation	Sindhuli
28	Sunita B.K	F	Dalit NGO Federation	Sindhuli
29	Bandana Dahal	F	Women Act	Ramechhap
30	Gyanendra Kafle	M	Dalit NGO Federation	Ramechhap
31	Ratna Hari Dhungel	M	Women Act	Ramechhap
32	Gyan B. Darji	M	District Development Committee	Ramechhap
33	Chhatra B. Mungrati	M	Dalit NGO Federation	Ramechhap

## Annex 5: Agenda of baseline assessment enumerators training which was organized from March 18-19, 2016 by IIDA, WA and DNF

SN	Contents	Time	Responsibility	Remarks
<b>DAY- ONE</b>				
1	Registration/Tea/Cookies	09:30-10:000	WA	
2	Opening remarks	10:00-10:10	TAF	
3	Welcome & Introduction	10:10-10:20	WA/DNF	
4	Remarks from the organizing team- WA/DNF/IIDS	10:20-10:40	WA/DNF/IIDS	
5	Orientation objectives and highlights	10:40-10:50	WA/DNF	
6	GESI Women perspective/conceptual understanding & sharing in terms of associated laws and laws in terms of women's perspectives	10:50-12:15	WA	
<b>Tea Break</b>		<b>12:15-12:30</b>		
7	GESI Dalit perspective/understanding information & sharing terms of Dalits' perspectives	12:30-13:30	DNF	
<b>Lunch Break</b>		<b>13:30-14:30</b>		
8	Methodology and tools used	14:30-15:00	IIDS	
9	Tools discussions: Focus Group Discussion (FGD), KII and observation	15:00-16:30	WA/DNF/IIDS	
10	Tools-Questionnaires reviews/discussion	16:30-17:00	Participants	
	Day's closing/Tea cookies	17:00-17:15	WA/DNF	
<b>DAY- TWO</b>				
11	Tea/Cookies	09:30-10:00		
12	Recapitulation	10:00-10:15	Participants	
13	Tools-Questionnaires discussion- Focus Group Discussion (FGD)/Observation- Mock sessions	10:15-12:00	participants	
<b>Tea Break</b>		<b>12:00-12:15</b>		
14	Tools-Questionnaires discussion- KII/ Mock sessions	12:15-13:30	participants	
<b>Lunch Break</b>		<b>13:30-14:30</b>		
15	Continuation of previous sessions	14:30-15:30	Participants	
16	Tools-Questionnaires discussion- Observation	15:30-16:00	participants	
17	Team Division/Work plan Group works	16:00-16:45	WA/DNF/IIDS and Participants	
18	Finalization of teams	16:45-17:00	WA/DNF/IIDS and Participants	
19	Day's closing/Tea cookies	17:00-17:15	WA/DNF/IIDS	

**Annex 6: Participants' list of baseline assessment enumerators training which was organized from March 18-19, 2016 by IIDA, WA and DNF**

S.N.	Name	District	Role
1	Mr. Ratna Hari Dhungel	Ramechhap	Enumerator
2	Ms. Gyanu Shrestha		Enumerator
3	Mr. Chandra Bahadur Khati		Enumerator
4	Ms. Yasima Mahat		Enumerator
5	Mr. Shikhar Nath Khatiwada		Facilitator and Supervisor
6	Ms. Anita Bharati		Note taker and enumerator
7	Mr. Sagar Ghimire		Enumerator
8	Mr. JB Majhi	Sidnhuli	Enumerator
9	Mr. Subash Karki		Enumerator
10	Mr. Sijendra Sada		Enumerator
11	Mr. Bikram Ratna		Enumerator
12	Ms. Meena Joshi		Facilitator and Supervisor
13	Ms. Pratipada Sharma		Note taker and enumerator
14	Ms. Smita Tamang		Note taker and enumerator
15	Ms. Anju KC	Kathmandu	Enumerator
16	Mr. Khila Nath Ghimire		Enumerator
17	Mr. Narayan Swarnakar		Enumerator
18	Mr. Nitin Narendra Singh		Enumerator
19	Mr. Tara Raj Sharma		Facilitator and Supervisor
20	Ms. Solomon Shrestha		Note taker and enumerator
21	Ms. Pramila Sharma		Enumerator
22	Mr. Madan Raj Poudel	Kaski	Enumerator
23	Mr. Bishwo Raj Poudel		Enumerator
24	Mr. Purna Pariyar		Enumerator
25	Mr. Mim BK		Enumerator
26	Mr. Gokarna Kharel		Facilitator and Supervisor
27	Ms. Shilam Ranjeet		Note taker and enumerator
28	Ms. Resham Maya Tamang		Enumerator
29	Mr. Nirp Bahadur Sunar	Kailali	Enumerator
30	Ms. Shanti Ojha		Enumerator
31	Mr. Khadga BK		Enumerator
32	Mr. Jagat Kumar BK		Enumerator
33	Mr. Hari Bhakta Joshi		Facilitator and Supervisor
34	Mr. Rajendra Singh Dhami		Note taker and enumerator
35	Ms. Priya Lamichhane		Enumerator
36	Mr. Rajan Kunwar	Achham	Enumerator
37	Mr. Prem Bahadur Budha		Enumerator
38	Mr. Chakra Bahadur Nepali		Enumerator
39	Mr. Chhatra Man Tamrakar		Enumerator
40	Mr. Damodar Joshi		Facilitator and Supervisor
41	Ms. Nisha Bista		Note taker and enumerator
42	Ms. Kabita Khadka		Enumerator

## **Annex 7: Agenda of Technical Capacity Building Workshop for Partners on People to People (P2P) Approach, Do No Harm & Conflict Sensitivity organized by TAF on February 26, 2016.**

<b>Time</b>	<b>Agenda</b>
8:00-9:00	Breakfast and Registration
9:00-9:10	Welcome and Welcome Remarks <i>Edward Anderson, Acting Country Representative, The Asia Foundation</i>
9:10-9:25	Introduction of participants
9:25-9:30	Overview workshop agenda <i>Kumar Khadka, Program Manager</i>
9:30-10:30	People to People Approach: Context and Conflict Analysis <i>Nandita Baruah, Deputy Country Representative, The Asia Foundation</i>
<b>10:30-10:45</b>	<b>Tea break</b>
10:45-12:30	People to People Approach: Framework <i>Tirza Theunissen, Program Development Advisor, The Asia Foundation</i>
<b>12:30- 13:30</b>	<b>Lunch break</b>
13:30- 14:45	Do No Harm & Conflict Sensitivity Programming <i>Amanda Cats-Baril, Democracy and Governance Specialist, USAID/Nepal Kumar Khadka, Program Manager, The Asia Foundation</i>
<b>14:45-15:00</b>	<b>Tea break</b>
15:00-15:30	Group work on identifying dividers and connectors in the CMM-GESI project context <i>Moderated by Amanda Cats-Baril and Kumar Khadka</i>
15:30-16:00	Plenary Discussion/Group work presentation <i>Moderated by Amanda Cats-Baril and Kumar Khadka</i>
16:00-17:00	Compliance: Child Protection Policy, Anti-Trafficking Policy, Whistleblower Policy etc. <i>Kumar Khadka, Program Manager, The Asia Foundation</i>
<b>17:00</b>	<b>Closing</b>

## Annex 8: Participants' list of Technical Capacity Building Workshop (February 26, 2016)

S.N.	Name	Organization	Gender	Position
1	Mr. Pankaj Koirala	Institute for Integrated Development Studies	M	Project Coordinator
2	Mr. Dharmendra Lekhak		M	Statistician and Data Analyst
3	Mr. Ram Khadka		M	Advisor
4	Mr. Devendra Shrestha		M	Admin and Finance Officer
5	Ms. Roshani Bhujel		F	GESI Officer
6	Mr. Rem Bahadur BK	Jagaran Media Center	M	President
7	Mr. Karna Bdr. Nepali		M	Program Manager
8	Mr. Ajay Nepali		M	Admin/Finance Officer
9	Mr. Gopal Siwakoti	International Institute for Human Rights, Environment and Development	M	President
10	Ms. Shreejana Pokhrel		F	Project Manager
11	Ms. Akriti Gautam		F	Project Officer-Legal
12	Ms. Salina Joshi		F	Consultant
13	Mr. Subin Mulmi		M	Consultant
14	Mr. Lhakpa Sherpa		M	Finance Officer
15	Ms. Merina Shrestha		F	Project Associate
16	Ms. Sushila Limbu		F	Project Associate-ICE
17	Ms. Srijana Adhikari	Women Act	F	President
18	Mr. Satish G.C.		M	Finance Manager
19	Mr. Prakash Adhikari		M	Consultant
20	Mr. Khilnath Ghimire		M	Legal Expert/Consultant
21	Mr. Suman Poudel	Dalit NGO Federation	M	Executive Director
22	Ms. Sabitra Pariyar		F	Program Coordinator
23	Mr. Gajadhar Sunar		M	President
24	Mr. Kamal BK		M	Training and Documentation Officer
25	Mr. Dhruvraj Gautam B.K		M	Finance Officer

## **Annex 9: TOR for a Consultant to conduct a comprehensive assessment of Nepal's international commitments and obligations to promote GESI and their implementation in the national legal and policy framework**

### **1. Background**

Nepal is home to 103 ethnic groups and 17 official languages. Superficially, the relationships between these diverse groups appear stable, but grievances arising out of political marginalization, caste discrimination, and exclusionary state practices maintain historical divides between communities. Occasional violent outbursts further impact inter-ethnic relationships, such as the Madhesh Uprisings (2007 and 2015) and the Kapilvastu Riot (2007). Political instability, weak public security, and a history of violent conflict have heavily strained the social fabric.

Since the signing of the Comprehensive Peace Agreement (CPA) in 2006, the Nepali state has sought to address social tensions by ending discrimination based on ethnicity, gender, caste, culture, and religion through social and legal reforms. A number of legal and policy reform measures to improve inclusion have been enacted, including: Gender Equality Act (2006); Caste Based Discrimination and Untouchability (Offence and Punishment) Act (2011); and the National Action Plan on Implementation of the United Nations Security Council Resolutions 1325 & 1820 (2011). Similar policy-level changes on civil service hiring quotas, Dalit child scholarships, and guidelines for local bodies with spending targets for marginalized are in place. However, implementation of these policy initiatives to promote Gender and Social Inclusion (GESI) has been weak, with little impact on the intended beneficiaries.

Poor progress in implementing GESI policies is largely due to local and national elites not valuing or prioritizing such changes, as well as low capacity in government agencies. A more serious impediment to GESI comes from social and political resistance by dominant groups across multiple state institutions, such as political parties, the bureaucracy, the courts, public officials and law enforcement agencies. As public service delivery occurs primarily at the district level, the attitudes and behaviors of local actors and institutions is central to effectively address the problem. Those responsible for implementing GESI, usually male upper-caste Hindus, are steeped in patriarchal and caste-ist mind-sets in which women and Dalits are disproportionately marginalized.

The prevalent and systemic marginalization of women and Dalits could also affect the recovery and reconstruction process of the 2015 devastating earthquake, some of which has been visible in the early recovery stages, if left unaddressed. Even during the early post-disaster rescue and relief distribution processes, single women, and young mothers with no adult male family members have allegedly had the least access to relief materials. Women, who, in many situations are the sole caregivers for the very young and the elderly survivors of the family, are unable to leave them to look for relief traversing long distances through largely inaccessible terrains. Amnesty International in recent news report has indicated that Dalit and marginalized communities were being discriminated against in the process of relief distribution.

The Asia Foundation (TAF) recently launched the "Mitigate Conflict and Improve Implementation of Gender and Social Inclusion Policies through People to People Approach in Nepal". TAF is implementing this project with funding of USAID and in partnership with four partner organizations (Women Act, Dalit NGO Federation, Jagaran Media Centre, and International Institute for Human Rights, Environment and Development (INHURED International)).

The goal of the proposed project is to mitigate caste and gender conflict and improve the efficacy of GESI

policy and program implementation in Nepal. The project will contribute to this goal through achievement of three mutually-reinforcing objectives to:

1. Transform the attitudes and practices of key actors within local GESI service delivery agencies;
2. Promote intra-and inter-stakeholder dialogues and increase collaboration and the advocacy capacity of Dalit communities and women's groups at the local level; and,
3. Institutionalize GESI-responsive decision-making in local service delivery agencies through P2P approaches.

Under the objective 1 of the project, INHURED is conducting a *comprehensive* assessment of international commitments and obligations of Nepal to promote GESI in relation to the national legal and policy framework. The assessment complements and informs another assessment that INHURED is conducting to compare the *national vs. district level GESI legal and policy framework* and assess its implementation at district level as well as *a baseline assessment of GESI policy performance at district and VDC level* conducted by DNF, WA and IIDS.

## **2. Objective**

The objective of the assessment is to conduct a *comprehensive* assessment of Nepal's international commitments and obligations to promote GESI in relation to its national legal and policy framework.

## **3. Scope of Work**

### *General*

The main tasks of the consultants will be to (i) conduct a comparative legislative and policy review of the international human rights framework and relevant regional instruments relating to GESI and Nepal's national legal and policy framework<sup>3</sup> identify and analyze gaps therein; (ii) assess the actual implementation of Nepal's GESI specific policies, laws and budgets as well as GESI provisions/allocations within sectoral policies, laws and budgets and identify specific gaps and challenges<sup>4</sup>; (iii) assess the functioning of national GESI institutions, sectoral bodies and service delivery mechanisms and identify gaps and challenges .

### *GESI focus*

In conducting the assessment, the consultants are expected to look at GESI specific legal and policy provisions as well as sectoral laws, policies, budgets and institutions and what the participation has been of GESI groups in the decision-making process around these. In addition, the consultant should analyze how policy and legal provisions affect women and Dalits in particular and identify and analyze the actual implementation of specific provisions for women and Dalits. Furthermore, consultants should look at direct and indirect forms of discrimination; formal and informal forms of discrimination and how multiple forms compound each other and impact GESI groups.

### *Sector focus*

In assessing sectoral laws, policies, budgets, institutions, service delivery mechanisms etc., the consultants should focus on the health and education sector.

Specifically, the consultants will assess:

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<sup>3</sup> Legislative and policy review should not only look at existing laws and policies but also the measures to effectively implement them - regulations, institutions, policies, budget allocations and the process of law and policy reform and decision-making in the country

<sup>4</sup> Implementation should be assessed not only from a formal but also informal institutional perspective i.e. the informal rules of the games that determine whether and how policies and laws are implemented.



1. The status of ratification of international treaties and optional protocols ratified by Nepal relating to GESI (including reservations made) and relevant regional instruments
2. The status and nature of implementation of recommendations related to GESI by Treaty Bodies and Special Rapporteurs
3. Adoption of national GESI and sectoral acts, laws and policies in accordance with international treaties and relevant regional instruments
4. Amendment and harmonization of national acts, laws and policies that are discriminatory and not in conformity with international treaties/regional instruments
5. Actual implementation of national GESI and sectoral legislation and policies including specific gaps, underlying reasons and challenges in implementation
6. Adoption and implementation of national GESI and sectoral bylaws, guidelines and directives etc. including specific gaps, underlying reasons and challenges in implementation. These include but are not limited to:
  - Adoption and national implementation of GESI (mainstreaming) strategies and action plans
  - Establishment of GESI focal points and units and their functioning
  - Establishment of national GESI committees/programs and their functioning
  - National GESI specific and sectoral budget allocations and their use
  - National GESI monitoring systems and their functioning
  - National special GESI grievance mechanisms and their functioning
  - Sectoral service delivery mechanisms and their functioning
7. The level of involvement of GESI groups in decision-making processes regarding the adoption and implementation of laws and policies
8. The GESI specific impacts of discriminatory provisions in policies and laws and their implementation
9. Underlying reasons for non-implementation i.e. capacity gaps and the informal rules of the game that determine whether and how GESI laws and policies are implemented.

### *Methodology*

The consultants are expected to employ international standards for legislative and policy review and to develop a rigorous conceptual framework to ensure consistent analysis from a GESI perspective

Specifically, the consultants will use the following methodologies:

1. The consultants will conduct a desk review of:
  - (i) Primary sources including:
    - (a) relevant international human rights treaties; relevant general comments of international human rights treaty bodies; relevant periodic reports of the Government of Nepal, shadow reports of civil society and the concluding observations of treaty bodies in response to these; reports of special rapporteurs in relation to Nepal; and any relevant regional instruments or mechanisms.
    - (b) the Constitution; national laws and policies relating to GESI; sectoral laws and policies focusing on the health and education sector; bylaws, national action plans, bylaws, budgets etc.
  - (ii) Secondary sources including key literature on Nepal's compliance with international human rights treaties; the status of implementation of GESI and sectoral policies and laws; bill review reports; reports of international organizations and civil society on Nepal's GESI policy performance etc.
2. Where needed and in consultation with TAF, the consultants may meet with GESI legal and policy experts to gain further technical insight.
3. The consultant will organize two national consultations with stakeholders to share the preliminary findings of the report and solicit feedback.

In conducting the analysis, the consultants will closely coordinate and work together with the consultant focusing on the national vs. district policy and legal framework analysis. In addition, TAF will facilitate

coordination between the consultants and its other implementing partners and will share relevant outputs delivered by the consultants among them for feedback.

#### 4. Tasks and Deliverables

	Tasks	Deliverable	Timeframe	Due Date
1.	Finalize the work plan for the assignment	Work plan	1 day	February 29, 2016
2.	Review and finalize list of the key primary resources that will be reviewed <sup>5</sup>	Final list of key primary resources that will be reviewed	2 days	March 1-2, 2016
3.	Develop a list of key secondary resources that will be reviewed	List of key secondary resources that will be reviewed	2 days	March 3-4, 2016
4.	Conduct a GESI policy and legal scan of the international and national policy and legal framework identifying key gaps and present the preliminary findings to TAF	GESI Policy and legal scan report and presentation to TAF	5 days	March 5-9, 2016
5.	Develop an outline of the assessment report	Outline of the assessment report	2 days	March 10-11, 2016
6.	Conduct assessment	Specific deliverables should be finalized and agreed by TAF	18 days	March 12-29, 2016
7.	Develop preparatory materials including an agenda, presentations and handouts for the national consultants	Preparatory materials for national consultation	2 days	March 30-31, 2016
8.	Conduct national consultations with key stakeholders	National Consultations organized and facilitated	2 x 0,5 days	April 1-2, 2016
10.	Develop specific chapters of the assessment report	Specific chapters of the report should be developed and submitted to TAF for review	20 days	April 3-22, 2016
11.	Produce first draft of assessment report	First draft report		
12.	Incorporate revisions and finalize assessment report and present it to	Final report and presentation	7 days	April 22-27, 2016

	TAF and partners			
	Total		60 days	

## 5. Reporting

The consultants shall report to INHURED. In addition, they will work closely together with the Program Manager and Program Development Advisor of CMM-GESI project of The Asia Foundation, who will give specific programmatic and technical guidance through frequent meetings and email correspondence to conduct the assessment.

## 6. Roles and Qualifications

Specific roles for each of the consultants will be determined upon selection.

The lead consultant is expected to have the following qualifications:

- An advanced law degree or other relevant field of social science
- At least 7 years' experience working in GESI mainstreaming issues in Nepal
- Extensive experience in overseeing and conducting review and analysis of GESI issues at policy level
- Extensive experience in overseeing and conducting research to identify and analyze gaps between existing laws, policies and their implementation
- Strong ability to write detailed reports in English
- Strong ability to work as part of a team
- Ability to deliver high quality products on time

The assistant consultant is expected to have the following qualifications:

- A bachelor's degree in sociology, development studies, law or other relevant field of social science
- Relevant research experience
- Strong ability to write detailed reports in English
- Strong ability to work as part of a team
- Ability to deliver high quality products on time

## **Annex 10: TOR for a Consultant to conduct a comprehensive assessment of the Implementation of the National Legal and Policy Framework Relating to GESI at District Level**

### **1. Background**

Nepal is home to 103 ethnic groups and 17 official languages. Superficially, the relationships between these diverse groups appear stable, but grievances arising out of political marginalization, caste discrimination, and exclusionary state practices maintain historical divides between communities. Occasional violent outbursts further impact inter-ethnic relationships, such as the Madhesh Uprisings (2007 and 2015) and the Kapilvastu Riot (2007). Political instability, weak public security, and a history of violent conflict have heavily strained the social fabric.

Since the signing of the Comprehensive Peace Agreement (CPA) in 2006, the Nepali state has sought to address social tensions by ending discrimination based on ethnicity, gender, caste, culture, and religion through social and legal reforms. A number of legal and policy reform measures to improve inclusion have been enacted, including: Gender Equality Act (2006); Caste Based Discrimination and Untouchability (Offence and Punishment) Act (2011); and the National Action Plan on Implementation of the United Nations Security Council Resolutions 1325 & 1820 (2011). Similar policy-level changes on civil service hiring quotas, Dalit child scholarships, and guidelines for local bodies with spending targets for marginalized are in place. However, implementation of these policy initiatives to promote Gender and Social Inclusion (GESI) has been weak, with little impact on the intended beneficiaries.

Poor progress in implementing GESI policies is largely due to local and national elites not valuing or prioritizing such changes, as well as low capacity in government agencies. A more serious impediment to GESI comes from social and political resistance by dominant groups across multiple state institutions, such as political parties, the bureaucracy, the courts, public officials and law enforcement agencies. As public service delivery occurs primarily at the district level, the attitudes and behaviors of local actors and institutions is central to effectively address the problem. Those responsible for implementing GESI, usually male upper-caste Hindus, are steeped in patriarchal and caste-ist mind-sets in which women and Dalits are disproportionately marginalized.

The prevalent and systemic marginalization of women and Dalits could also affect the recovery and reconstruction process of the 2015 devastating earthquake, some of which has been visible in the early recovery stages, if left unaddressed. Even during the early post-disaster rescue and relief distribution processes, single women, and young mothers with no adult male family members have allegedly had the least access to relief materials. Women, who, in many situations are the sole caregivers for the very young and the elderly survivors of the family, are unable to leave them to look for relief traversing long distances through largely inaccessible terrains. Amnesty International in recent news report has indicated that Dalit and marginalized communities were being discriminated against in the process of relief distribution.

The Asia Foundation (TAF) recently launched the “Mitigate Conflict and Improve Implementation of Gender and Social Inclusion Policies through People to People Approach in Nepal”. TAF is implementing this project with funding of USAID and in partnership with four partner organizations (Women Act, Dalit NGO Federation, Jagaran Media Centre, and International Institute for Human Rights, Environment and Development (INHURED International)).

The goal of the proposed project is to mitigate caste and gender conflict and improve the efficacy of GESI

policy and program implementation in Nepal. The project will contribute to this goal through achievement of three mutually-reinforcing objectives to:

4. Transform the attitudes and practices of key actors within local GESI service delivery agencies;
5. Promote intra-and inter-stakeholder dialogues and increase collaboration and the advocacy capacity of Dalit communities and women's groups at the local level; and,
6. Institutionalize GESI-responsive decision-making in local service delivery agencies through P2P approaches.

Under the objective 1 of the project, INHURED is conducting a comprehensive assessment analyzing the implementation of the *national GESI legal and policy framework at district level*. The assessment complements and is informed by another assessment that INHURED is conducting comparing the international commitments and obligations of Nepal to promote GESI in relation to the national legal and policy framework. The assessment will also inform and be informed by *a baseline assessment of GESI policy performance at district and VDC level* conducted by DNF, WA and IIDS.

## **Objective**

The objective of the assessment is to conduct a *comprehensive* assessment analyzing the implementation of the national GESI legal and policy framework at district level.

## **2. Scope of Work**

### *General*

The main tasks of the consultants will be to (i) conduct a comparative legislative and policy review of Nepal's national GESI and sectoral legal and policy framework and the district GESI and sectoral policy framework relating and analyze gaps therein; (ii) assess the actual implementation of national GESI specific laws and policies and district policy measures and budgets as well as GESI provisions/allocations within sectoral policies, laws and budgets and identify specific gaps and challenges; (iii) assess the functioning of district GESI and sectoral institutions, bodies and service delivery mechanisms and identify gaps and challenges.

### *GESI focus*

In conducting the assessment, the consultants are expected to look at GESI specific legal and policy provisions as well as sectoral laws, policies, budgets and institutions and what the participation has been of GESI groups in the decision-making process around these. In addition, the consultant should analyze how policy and legal provisions affect women and Dalits in particular and identify and analyze the actual implementation of specific provisions for women and Dalits. Furthermore, consultants should look at direct and indirect forms of discrimination; formal and informal forms of discrimination and how multiple forms compound each other and impact GESI groups.

### *Sector focus*

In assessing sectoral rules, policies, guidelines, budgets, institutions, service delivery mechanisms etc., the consultants should focus on the health and education sector.

Specifically, the consultants will assess:

10. The actual implementation of the national GESI and sectoral laws and policies either (i) directly or (ii) through the adoption and actual implementation of district instruments including
  - District guidelines, directives, circulars of Ministries, norms, notices, DDC annual plans, programs etc.
  - District budget allocations to implement national GESI and sectoral policies and programs
  - District GESI and sectoral programs
  - District GESI and sectoral services and delivery mechanisms and their accessibility by GESI groups

- District GESI and sectoral government and local committees and their functioning/influence of GESI groups
  - District GESI monitoring of GESI and sectoral policy performance (data disaggregation, budget allocation)
11. The level of involvement of GESI groups in decision-making processes regarding the implementation of national GESI and sectoral laws and policies, district instruments and service delivery mechanisms at district level
  12. The degree to which national GESI specific laws and policies and district instruments are really targeting and benefitting GESI groups
  13. The degree to which national sectoral laws and policies and district instruments are implemented in a non-discriminatory way
  14. Underlying reasons for non-GESI sensitive implementation i.e. capacity gaps and the informal rules of the game that determine whether and how national GESI and sectoral laws and policies and district instruments are implemented at district level.

### *Methodology*

The consultants are expected to employ international standards for legislative and policy review and to develop a rigorous conceptual framework to ensure consistent analysis from a GESI perspective.

Specifically, the consultants will use the following methodologies:

7. The consultants will conduct a desk review of:
  - (iii) Primary sources including:
    - (c) the Constitution; national laws and policies relating to GESI; sectoral laws and policies focusing on the health and education sector; bylaws, national action plans, bylaws, budgets etc. In conducting this review, the consultants will be guided by the work of the consultants working on the international vs. national assessment.
    - (d) District bylaws, guidelines, directives, circulars of Ministries, norms, notices, DDC annual plans, programs etc.
  - (iv) Secondary sources including key literature on the national vs. district legal and policy framework; the status of implementation of national GESI and sectoral policies and laws at district level; reports of international organizations and civil society on Nepal's GESI policy performance at district level etc.
8. The consultants will carry out field trips to the six districts in which the project is implemented to gather relevant information through selected groups discussions and interviews.
9. Where needed and in consultation with TAF, the consultants may meet with GESI legal and policy experts to gain further technical insight.
10. The consultants together with DNF and WA will organize district consultations with stakeholders to share the preliminary findings of the report and solicit feedback.

In conducting the analysis, the consultants will closely coordinate and work together with the consultants focusing on the national vs. district policy and legal framework analysis.

In conducting the assessment, the consultants will also need to closely coordinate with DNF and WA regarding their district audit of GESI policy performance, which will feed into the overall INHURED assessment.

TAF will facilitate coordination between the consultants and its other implementing partners and will share relevant outputs delivered by the consultants among them for feedback.

## 11. Tasks and Deliverables

	Tasks	Deliverable	Timeframe	Due Date
1.	Finalize the work plan for the assignment	Work plan	1 day	February 29, 2016
2.	Review and finalize list of the key primary resources that will be reviewed <sup>6</sup>	Final list of key primary resources that will be reviewed	2 days	March 1, 2016
3.	Develop a list of key secondary resources that will be reviewed	List of key secondary resources that will be reviewed	2 days	March 2-3, 2016
4.	Conduct a GESI policy and legal scan national vs. district policy and legal framework identifying key gaps and present the preliminary findings to TAF	GESI Policy and legal scan report and presentation to TAF	5 days	March 4-8, 2016
5.	Develop an outline of the assessment report	Outline of the assessment report	2 days	March 9-10, 2016
6.	Conduct assessment	Specific deliverables should be finalized and agreed by TAF	9 days	March 11-19, 2016
7.	Develop field research plan and tools with DNF and WA	Field research plan and tools	2 days	March 20-21, 2016
8.	Conduct field research	Groups discussions and interviews	6 days excluding travel	March 23-29, 2016
9.	Develop specific chapters of the assessment report	Specific chapters of the report should be developed and submitted to TAF for review	15 Days	March 30 - April 13, 2016
10.	Produce first draft of assessment report	First draft report		
11.	Incorporate revisions and finalize assessment report and present it to TAF and partners	Final report and presentation	5 days	April 14-18, 2016
12.	Develop preparatory materials including an agenda, presentations and handouts for the district consultations	Preparatory materials	3 days	April 19-21, 2016

13.	Conduct district consultations with key stakeholders	National Consultations organized and facilitated	7 days excluding travel	April 22-28, 2016
	Total		60 days	

## 12. Reporting

The consultants shall report to INHURED. In addition, they will work closely together with the Program Manager and Program Development Advisor of CMM-GESI project of The Asia Foundation, who will give specific programmatic and technical guidance through frequent meetings and email correspondence to conduct the assessment.

## 13. Roles and Qualifications

Specific roles for each of the consultants will be determined upon selection.

The lead consultant is expected to have the following qualifications:

- An advanced law degree or other relevant field of social science
- At least 7 years' experience working in GESI mainstreaming issues in Nepal
- Extensive experience in overseeing and conducting review and analysis of GESI issues at policy level
- Extensive experience in overseeing and conducting research to identify and analyze gaps between existing laws, policies and their implementation
- Strong ability to write detailed reports in English
- Strong ability to work as part of a team
- Ability to deliver high quality products on time

The assistant consultant is expected to have the following qualifications:

- A bachelor's degree in sociology, development studies, law or other relevant field of social science
- Relevant research experience
- Strong ability to write detailed reports in English
- Strong ability to work as part of a team
- Ability to deliver high quality products on time



## Annex 11: OCA Score Sheet of Women Act

Section	NUPAS Item Number ★	Sub-Section	NUPAS Score	Scores: OCA #1*	Scores: OCA #2	Scores: OCA #3
1. Governance and legal structure	●	1.1 Vision and mission		3		
	1.2	1.2 Legal requirements and status ★				
	1.3	1.3 Organizational structure ★				
	1.5	1.4 Board composition and responsibility ★				
	●	1.5 Succession planning		3		
		Average section 1 score		3		
2. Financial management and internal control systems	●	2.1 Budgeting		3		
	2.2	2.2 Accounting system ★				
	2.8	2.3 Internal controls ★				
	2.1	2.4 Bank account management ★				
	2.9	2.5 Financial documentation ★				
	2.11	2.6 Financial statements and reporting ★				
	2.12	2.7 Audit experience ★				
	●	2.8 Cost sharing		3		
		Average section 2 score		3		
3. Administration and procurement systems	●	3.1 Operating policies, procedures, and systems		3		
	●	3.2 Information technology		3		
	4.4	3.3 Travel policies and procedures ★				
	3.1	3.4 Procurement ★				
	●	3.5 Fixed assets management		3		
	●	3.6 Branding and marking		3		
		Average section 3 score		3		
4. Human resources systems	●	4.1 Adequacy of staffing and job descriptions		3		
	●	4.2 Recruitment and retention		3		
	4.1	4.3 Personnel policies ★				
	4.2	4.4 Staff time management and payrolls ★				
	4.3	4.5 Staff and consultant history ★				
	4.1	4.6 Staff salaries and benefits ★				

	4.1	4.7 Staff and contractor supervision and work planning		3		
	●	4.8 Volunteers and interns		3		
		Average section 4 score		3		
5. Program management	●	5.1 Donor compliance requirements		3		
	3.2	5.2 Sub-award management		3		
	5.2	5.3 Technical reporting ★				
	●	5.4 Stakeholder involvement		3		
	●	5.5 Culture and gender issues		3		
		Average section 5 score		3		
6. Project performance management	5.2	6.1 Monitoring and quality assurance ★				
	●	6.2 Project and program evaluation		3		
	●	6.3 Service delivery standards		3		
	●	6.4 Field support, operations, and oversight		3		
	●	6.5 Project performance		3		
		Average section 6 score		3		
7. Organizational management and sustainability	●	7.1 Strategic (business) planning		3		
	●	7.2 Annual work plans		4		
	●	7.3 Change management		3		
	●	7.4 Knowledge management and external linkages		3		
	●	7.5 Fundraising and new business development		3		
	●	7.6 Internal communications and decision making		3		
	●	7.7 External communications		3		
	●	7.8 Advocacy and influence		4		
		Average section 7 score		3.25		
		Average OCA score (average of the seven section scores)		3.03		

## Annex 12: OCA Score Sheet of DNF

Section	NUPAS Item Number ★	Sub-Section	NUPAS Score	Scores: OCA #1*	Scores: OCA #2	Scores: OCA #3
1. Governance and legal structure	●	1.1 Vision and mission		4		
	1.2	1.2 Legal requirements and status ★				
	1.3	1.3 Organizational structure ★				
	1.5	1.4 Board composition and responsibility ★				
	●	1.5 Succession planning		3		
		Average section 1 score		3.5		
2. Financial management and internal control systems	●	2.1 Budgeting		3		
	2.2	2.2 Accounting system ★				
	2.8	2.3 Internal controls ★				
	2.1	2.4 Bank account management ★				
	2.9	2.5 Financial documentation ★				
	2.11	2.6 Financial statements and reporting ★				
	2.12	2.7 Audit experience ★				
	●	2.8 Cost sharing		3		
		Average section 2 score		3		
3. Administration and procurement systems	●	3.1 Operating policies, procedures, and systems		3		
	●	3.2 Information technology		2		
	4.4	3.3 Travel policies and procedures ★				
	3.1	3.4 Procurement ★				
	●	3.5 Fixed assets management		3		
	●	3.6 Branding and marking		3		
		Average section 3 score		2.75		
4. Human resources systems	●	4.1 Adequacy of staffing and job descriptions		4		
	●	4.2 Recruitment and retention		3		
	4.1	4.3 Personnel policies ★				
	4.2	4.4 Staff time management and payrolls ★				
	4.3	4.5 Staff and consultant history ★				
	4.1	4.6 Staff salaries and benefits ★				

	4.1	4.7 Staff and contractor supervision and work planning		3		
	●	4.8 Volunteers and interns		2		
		Average section 4 score		3		
5. Program management	●	5.1 Donor compliance requirements		3		
	3.2	5.2 Sub-award management		3		
	5.2	5.3 Technical reporting ★				
	●	5.4 Stakeholder involvement		3		
	●	5.5 Culture and gender issues		3		
		Average section 5 score		3		
6. Project performance management	5.2	6.1 Monitoring and quality assurance ★				
	●	6.2 Project and program evaluation		3		
	●	6.3 Service delivery standards		3		
	●	6.4 Field support, operations, and oversight		3		
	●	6.5 Project performance		3		
		Average section 6 score		3		
7. Organizational management and sustainability	●	7.1 Strategic (business) planning		3		
	●	7.2 Annual work plans		3		
	●	7.3 Change management		3		
	●	7.4 Knowledge management and external linkages		3		
	●	7.5 Fundraising and new business development		3		
	●	7.6 Internal communications and decision making		3		
	●	7.7 External communications		3		
	●	7.8 Advocacy and influence		4		
		Average section 7 score		3.12		
		Average OCA score (average of the seven section scores)		3.05		

### Annex 13: OCA Score Sheet of JMC

Section	NUPAS Item Number ★	Sub-Section	NUPAS Score	Scores: OCA #1*	Scores: OCA #2	Scores: OCA #3
1. Governance and legal structure	●	1.1 Vision and mission		4		
	1.2	1.2 Legal requirements and status ★				
	1.3	1.3 Organizational structure ★				
	1.5	1.4 Board composition and responsibility ★				
	●	1.5 Succession planning		4		
		Average section 1 score		4		
2. Financial management and internal control systems	●	2.1 Budgeting		4		
	2.2	2.2 Accounting system ★				
	2.8	2.3 Internal controls ★				
	2.1	2.4 Bank account management ★				
	2.9	2.5 Financial documentation ★				
	2.11	2.6 Financial statements and reporting ★				
	2.12	2.7 Audit experience ★				
	●	2.8 Cost sharing		3		
		Average section 2 score		3.5		
3. Administration and procurement systems	●	3.1 Operating policies, procedures, and systems		3		
	●	3.2 Information technology		3		
	4.4	3.3 Travel policies and procedures ★				
	3.1	3.4 Procurement ★				
	●	3.5 Fixed assets management		3		
	●	3.6 Branding and marking		3		
		Average section 3 score		3		
4. Human resources systems	●	4.1 Adequacy of staffing and job descriptions		4		
	●	4.2 Recruitment and retention		3		
	4.1	4.3 Personnel policies ★				
	4.2	4.4 Staff time management and payrolls ★				
	4.3	4.5 Staff and consultant history ★				
	4.1	4.6 Staff salaries and benefits ★				
	4.1	4.7 Staff and contractor supervision and		3		

		work planning				
	●	4.8 Volunteers and interns		3		
		Average section 4 score		3.5		
5. Program management	●	5.1 Donor compliance requirements		3		
	3.2	5.2 Sub-award management				
	5.2	5.3 Technical reporting ★				
	●	5.4 Stakeholder involvement		3		
	●	5.5 Culture and gender issues		3		
		Average section 5 score		3		
6. Project performance management	5.2	6.1 Monitoring and quality assurance ★				
	●	6.2 Project and program evaluation		3		
	●	6.3 Service delivery standards		3		
	●	6.4 Field support, operations, and oversight		3		
	●	6.5 Project performance		4		
		Average section 6 score		3.5		
7. Organizational management and sustainability	●	7.1 Strategic (business) planning		3		
	●	7.2 Annual workplans		4		
	●	7.3 Change management		3		
	●	7.4 Knowledge management and external linkages		3		
	●	7.5 Fundraising and new business development		4		
	●	7.6 Internal communications and decision making		4		
	●	7.7 External communications		3		
	●	7.8 Advocacy and influence		4		
		Average section 7 score		3.5		
		Average OCA score (average of the seven section scores)		3.42		

## Annex 14: OCA Score Sheet of INHURED

Section	NUPAS Item Number ★	Sub-Section	NUPAS Score	Scores: OCA #1*	Scores: OCA #2	Scores: OCA #3
1. Governance and legal structure	●	1.1 Vision and mission	■	4		
	1.2	1.2 Legal requirements and status ★	■			
	1.3	1.3 Organizational structure ★	■			
	1.5	1.4 Board composition and responsibility ★	■			
	●	1.5 Succession planning	■	4		
		Average section 1 score		4		
2. Financial management and internal control systems	●	2.1 Budgeting	■	4		
	2.2	2.2 Accounting system ★	■			
	2.8	2.3 Internal controls ★	■			
	2.1	2.4 Bank account management ★	■			
	2.9	2.5 Financial documentation ★	■			
	2.11	2.6 Financial statements and reporting ★	■			
	2.12	2.7 Audit experience ★	■			
	●	2.8 Cost sharing	■	3		
		Average section 2 score		3.5		
3. Administration and procurement systems	●	3.1 Operating policies, procedures, and systems	■	3		
	●	3.2 Information technology	■	3		
	4.4	3.3 Travel policies and procedures ★	■			
	3.1	3.4 Procurement ★	■			
	●	3.5 Fixed assets management	■	3		
	●	3.6 Branding and marking	■	3		
		Average section 3 score		3		
4. Human resources systems	●	4.1 Adequacy of staffing and job descriptions	■	4		
	●	4.2 Recruitment and retention	■	3		
	4.1	4.3 Personnel policies ★	■			
	4.2	4.4 Staff time management and payrolls ★	■			
	4.3	4.5 Staff and consultant history ★	■			
	4.1	4.6 Staff salaries and benefits ★	■			

	4.1	4.7 Staff and contractor supervision and work planning		3		
	●	4.8 Volunteers and interns		4		
		Average section 4 score		3.5		
5. Program management	●	5.1 Donor compliance requirements		3		
	3.2	5.2 Sub-award management				
	5.2	5.3 Technical reporting ★				
	●	5.4 Stakeholder involvement		3		
	●	5.5 Culture and gender issues		3		
		Average section 5 score		3		
6. Project performance management	5.2	6.1 Monitoring and quality assurance ★				
	●	6.2 Project and program evaluation		4		
	●	6.3 Service delivery standards		3		
	●	6.4 Field support, operations, and oversight		3		
	●	6.5 Project performance		4		
		Average section 6 score		3.5		
7. Organizational management and sustainability	●	7.1 Strategic (business) planning		3		
	●	7.2 Annual work plans		4		
	●	7.3 Change management		3		
	●	7.4 Knowledge management and external linkages		3		
	●	7.5 Fundraising and new business development		4		
	●	7.6 Internal communications and decision making		4		
	●	7.7 External communications		3		
	●	7.8 Advocacy and influence		4		
		Average section 7 score		3.5		
		Average OCA score (average of the seven section scores)		3.42		



## Annex 15: Agenda of TOT on Gender and Identity Transformation for Single Identity Group Work, Dhulikhel Lodge Resort, 24th-25th May, 2016

Day 1: Tuesday, 24 <sup>th</sup> May 2016		
8:00- 8: 45 AM	<b>Breakfast</b>	
8: 45- 9: 00 AM	<b>Registration</b>	Binayak Basnyat
9: 00- 9: 05 AM	<b>Inaugural session</b>	Kumar Khadka
9:05- 10:30 AM	<b>Introductory session</b>	
9: 05- 10: 30 AM	Ice Breaker (30 mins) Self- Introduction (1 hour)	Kripa Basnyat
10:30-12:00	<b>Expectations, Objectives, Methodology and Ground Rules</b>	
10:30- 10:45 AM	Expectations (15 minutes) <i>Prep: Flip chart paper, flip chart marker</i>	Kumar Khadka
10:45- 11: 00 AM	TOT Objectives, Review of agenda and workshop methodology (15 minutes) <i>Prep: PowerPoint slides, projector</i>	Kumar Khadka
11: 00- 11: 30 AM	P2P Approach (30 minutes)- KK <i>Prep: PowerPoint slides, projector</i>	Kumar Khadka
11: 30- 11: 40 AM	Ground Rules (10 minutes)- KB <i>Prep: Two flip chart papers for P2P and practical ground rules, flip chart markers</i>	Kripa Basnyat
11: 40- 1:00 PM	<b>Diversity and Identity</b>	
11: 40- 11: 55 PM	4.1 What is diversity? (15 minutes) <i>Prep: Flip chart paper, flip chart markers, masking tape</i>	Tirza Theunissen
11: 55- 12: 15 PM	4.2 Understanding Identity (20 minutes) <i>Prep: Flip chart, flip chart markers, PowerPoint slides, Projector</i>	Tirza Theunissen
12: 15- 1: 00 PM	4.3 Unpacking Identity (1 hour) <i>Prep: PowerPoint, meta cards, Flip chart papers, markers, masking tape</i>	Tirza Theunissen
1:10-2:00 PM	<b>Lunch Break</b>	
2: 00-3:45 PM	<b>Prejudice and Discrimination</b>	

2: 00- 2: 10 PM	Understanding and Stereo types (10 minutes) <i>Prep: PowerPoint slides, whiteboard, markers</i>	Kumar Khadka Suman Paudyal BK
2: 10- 2: 20 PM	Understanding and Recognizing Prejudice (10 minutes) <i>Prep: PowerPoint slides, whiteboard, markers</i>	Kumar Khadka Suman Paudyal BK
2: 20- 2: 35 PM	How does prejudice come about? (15 minutes) <i>Prep: Handouts for discussion</i>	Kumar Khadka Suman Paudyal BK
2: 35- 2: 50 PM	Understanding and Recognizing Discrimination (25 minutes) <i>Prep: Large flip chart papers for presentation, markers</i>	Kumar Khadka Suman Paudyal BK
2: 50- 3: 45 PM	<b>Social inclusion Gender Equality</b>	
2: 50- 3: 05 PM	Unpacking Social construct of Gender (15 minutes) <i>Prep: Flip chart, white board, marker</i>	Kripa Basnyat
3: 05- 3: 20 PM	Differences between Sex and Gender (15 minutes) <i>Prep: PowerPoint slides,</i>	Kripa Basnyat
3: 20- 3: 45 PM	Understanding Gender Based Discrimination (25 minutes) <i>Prep: White board, markers,</i>	Kripa Basnyat
3:45- 4: 00 PM	<b>TEA/COFFEE BREAK</b>	
4: 00-5: 00 PM	<b>Gender Equality Continued</b>	
4: 00- 5: 00 PM	Understanding Gender Equality (1 hour) <i>Prep: PowerPoint slides, white board, marker</i>	Kripa Basnyat
5: 00- 5: 15 PM	Taking stock <i>One positive thing you have learnt today</i>	Kripa Basnyat
<b>Day 2: Wednesday, 25<sup>th</sup> May 2016</b>		
9: 00- 9:15 AM	<b>Recap</b>	
9: 15- 11: 00 AM	<b>Social Inclusion</b>	

9: 15- 9: 40 AM	Understanding Social Inclusion and Exclusion (25 minutes) <i>Prep: PowerPoint slides</i>	Suman Paudyal BK
9: 40- 10: 10 AM	Understanding Caste Based Discrimination (30 minutes) <i>Prep: PowerPoint slides</i>	Suman Paudyal BK
10: 10- 11: 00 AM	Key Interventions towards Social Inclusion (50 minutes) <i>Prep: PowerPoint slides</i>	Suman Paudyal BK
11:00-11:15 AM	<b>Tea/Coffee break</b>	
11:15- 1: 00 PM	Power, Privilege and Conflict	
11: 15- 12: 00	Understanding and Recognizing Power and Privilege (1 hour) <i>Prep: White board/ flip chart paper, markers, big space, identity cards-meta cards, questions, masking tape</i>	Kripa Basnyat
12: 00- 12: 30 PM	Understanding and Recognizing Primary and Secondary Dimensions of Diversity (30 minutes) <i>Prep: Handouts</i>	Tirza Theunissen
12: 15- 1: 00 PM	Understanding how conflict emerges (30 minutes) <i>Prep: PowerPoint, flip chart paper</i>	Kumar Khadka
1: 00-2:00 PM	<b>Lunch</b>	
2: 00-4: 00 PM	Practicing positive values	
2: 00- 2:10 PM	Importance of practicing positive values (10 minutes) <i>Prep: white board, marker</i>	Tirza Theunissen
2: 10- 3: 00 PM	Tools to practice positive values (50 minutes) <i>Prep: soft ball</i>	Tirza Theunissen
3: 00- 4: 00 PM	Tolerance (1 hour) <i>Prep: Big flip chart paper, markers</i>	Tirza Theunissen
4:00-4:15 PM	<b>TEA/ COFFEE BREAK</b>	
4: 15- 6:00 PM	Practicing positive values	

4:15- 5: 00 PM	Acceptance (45 minutes) <b>Prep: big flip chart for four groups, flip chart markers, white board, marker</b>	Tirza Theunissen
5: 00-5: 20 PM	Respect (20 minutes) <b>Prep: flip chart for presentation and to note down inputs, marker</b>	Tirza Theunissen
5: 20- 6:00 PM	Empathy (40 minutes) <b>Prep: meta cards, markers</b>	Tirza Theunissen
6: 00- 6: 15 PM	Taking stock <b>One positive thing you have learnt today</b>	Kripa Basnyat

## **Annex 16: Agenda of the TOT on Training and Facilitation Skills organized as part of TOT on Gender and Identity Transformation for Single Identity Group Work, 26-27 May, 2016, Dhulikhel**

### **Day 1: 26 May, 2016**

<b>Time</b>	<b>Session Title</b>	<b>Methods</b>	<b>Expected outcomes</b>	<b>Remarks</b>
1 <sup>st</sup> Session 09:00 – 10:45	Opening & Welcome Objective Sharing E-group Climate Setting	Participatory Group Discussion	Build rapport Familiarization E-group formation Create training environment	
10:45 – 11:00	Break			
2 <sup>nd</sup> Session 11:00 – 12:30	Overview of Training Sharing Mind map Overview of Training	Group discussion / Illustrative talk / Q.A	Over viewing of training	
12:30 – 13:30	Lunch Break			
3 <sup>rd</sup> Session 13:30 – 14:45	Overview of lesson plan	Story telling / Illustrate talk/ Q&A	Develop lesson plan	
2:45-3:00	Break			
4 <sup>th</sup> session 3:00-4:40	Identify Training needs and setting training objectives	Game /Illustrate talk/ exercise/ O/A	Select Topic and Explain the training objectives	
4:40-5:00	E-group recap and closing			

### **Day 2: 27 May, 2016**

<b>Time</b>	<b>Subject matter</b>	<b>Methods</b>	<b>Expected Outcomes</b>	<b>Remarks</b>
09:00-9:30	Day Review by the E-group	Participatory / Group	Day briefed	
Session 1 9:30 – 10:45	Applied Training Method	Group discussion / Illustrative talk / Exercise / Q.A	Select appropriate training methods	
10:45 – 11:00	Break			
Session 2 11:00 – 12:20	Demonstrate Presentation skill	Dance /Demonstration / Illustrative talk /Q.A.	Develop presentation skill	
12:20 – 13:20	Lunch Break			
Session 3 13:20 – 14:35	Facilitate training event	Group discussion / Illustrative talk / Exercise / Q.A.	To improve facilitation skill	
Session 4 14:35 – 15:50	Manage training	Illustrative talk/Group work	Develop training management skill	
3:50-4:00	Break			
4:00-5:00	Training Evaluation	Illustrative talk/exercise	Evaluate training	
5:00-5:10	E-group recap and closing			

## **Annex 17: Agenda of GESI TOT of Kaski organized from April 5-7, 2016 by WA and DNF**

**The Snowland Hotel, Pokhara, Kaski**

**April 10-12, 2016**

### **Agenda**

**Day 1: Sunday, 10<sup>th</sup> April, 2016**

**8: 00- 8: 45 AM Registration and Breakfast**

**8: 45- 9: 30 AM Inaugural session**

**9:30- 10:30 AM Introductory Session**

Ice Breaker

Self Introduction

**10: 30- 11: 15 AM**

**Expectations, Objective and Methodology**

Expectations

Why GESI TOT?, Expectations, Methodologies

Setting Ground Rules

**11:15- 11: 30 AM**

**TEA BREAK**

**11: 30- 1: 15 PM**

**Unpacking Gender**

What is Gender?

Understanding Socialisation Process

Differences between Sex and Gender

**1:15- 2:15 PM**

**LUNCH**

**2:15- 4:00 PM**

**Unpacking Gender Based Discrimination**

Define Patriarchy

History of Patriarchy

Why women support Patriarchy?

Gender Labour Division

Men's Role in Gender Equality

Unpaid Work, Time Tax and Economy

**4:00- 4: 15 PM**

**TEA BREAK**

**4:15- 5: 25 PM**

**Understanding Human Rights**

Icebreaker

Introduction to Human Rights – Concepts of HR

Different types of Rights

Links between CPR and ESCR

An overview on International Human Rights Instruments (ICCPR, ICESCR, ICERD, CEDAW, etc)

**5: 25- 5: 30 PM Taking stock**

**Day 2: Monday, 11<sup>th</sup> April, 2016**

**9: 00- 9:15 AM Recap**

**9: 15- 11: 00 AM**

**Investigating and Analyzing National Policies/Act on Gender Equality**

- Provisions of gender equality in Constitution of Nepal
- Domestic Violence (Offence and Punishment) Act 2066 B.S.
- Gender Equality Bill, 2006
- 2011 National Action Plan on Implementation of the United Nations Security Council Resolutions 1325 & 1820
- GESI related Committees at District Level

**11: 00- 11: 15 AM**

**TEA BREAK**

**11:15- 1: 00 PM Understanding Non Discrimination**

Social Exclusion & Inclusion  
Multi Discrimination and Intersectionality Approach  
Non-discrimination and different kinds of discrimination  
Caste Based Discrimination

**1: 00- 2: 00 PM TEA BREAK**

**2: 00- 4: 00 PM Unpacking Equality**

Approaches to equality and Meaning of equality  
Understanding Equity and Equality  
Structural Analysis of Poverty

**4: 00- 4: 15 PM TEA BREAK**

**4: 15- 5: 15 PM Understanding Dignity**

**5: 15- 5: 30 PM Taking Stock**

**Day 3: 12<sup>th</sup> April, 2016**

**9: 00- 9:15 AM Recap**

**9: 15- 11: 00 AM**

**Investigating and Analyzing National Policies/Act on Dalit rights**

- Provisions ensuring Dalit rights in the Constitution of Nepal
- 2011 Caste Based Discrimination and Untouchability (Offence and Punishment) Act; and
- Local Self Governance Act (LSGA), 1999
- Similar policy level changes on civil service hiring quotas, Dalit child scholarships, and guidelines for local bodies with spending targets for marginalized groups followed.

- Structural mechanisms and committee on Dalit rights

**11: 00- 11: 15 AM**

**TEA BREAK**

**11: 15- 1: 00 PM**

**Peace building Strategies**

Unpacking People to People Approach

Background and the Concept

Objectives and Assumptions

Stages of P2P

Sympathy, Empathy & Trust Building

**1:00- 2: 00 PM**

**LUNCH**

**2: 00- 4: 00 PM Using GESI as Tool for Change**

Presentation and Facilitation Skills

GESI Micro-teaching

**4:00- 4: 15 PM**

**TEA BREAK**

**4: 15- 5: 15 PM Closing**

**5: 15- 5: 30 PM Final Training Evaluation**



## **Annex 18: Agenda of GESI TOT of Kailali organized from April 10-12, 2016 by WA and DNF.**

**The Rubus Hotel, Dhangadhi, Kailali**  
April 5-7, 2016

### **Agenda**

**Day 1: Tuesday, 5<sup>th</sup> April, 2016**

<b>8: 00- 8: 45 AM</b>	<b>Registration and Breakfast</b>
<b>8: 45- 9: 30 AM</b>	<b>Inaugural session</b>
<b>9:30- 10:30 AM</b>	<b>Introductory Session</b> Ice Breaker Self Introduction
<b>10: 30- 11: 15 AM</b>	<b>Expectations, Objective and Methodology</b> Expectations Why GESI TOT?, Expectations, methodologies Ground rules
<b>11:15- 11: 30 AM</b>	<b>TEA BREAK</b>
<b>11: 30- 1: 15 PM</b>	<b>Unpacking Gender</b> What is Gender? Understanding Socialisation process Differences between Sex and Gender Experiential sharing: Stories from the participants from each district
<b>1:15- 2:15 PM</b>	<b>LUNCH</b>
<b>2:15- 4:00 PM</b>	<b>Unpacking Gender Based Discrimination</b> Define Patriarchy History of Patriarchy Why women support Patriarchy? Gender Labour Division Men's role in gender Equality Unpaid work, time tax and economy
<b>4:00- 4: 15 PM</b>	<b>TEA BREAK</b>
<b>4:15- 5: 25 PM</b>	<b>Understanding Human Rights</b> Icebreaker Introduction to Human Rights – Concepts of HR Different types of Rights

Links between CPR and ESCR

An overview on International Human Rights Instruments (ICCPR, ICESCR, ICERD, CEDAW, etc)

5: 25- 5: 30 PM

**Taking stock**

**Day 2: Wednesday, 6<sup>th</sup> April, 2016**

9: 00- 9:15 AM

**Recap**

9: 15- 11: 00 AM

**Investigating and Analyzing National Policies/Act on Gender Equality**

- Provisions of gender equality in Constitution of Nepal
- Domestic Violence (Offence and Punishment) Act 2066 B.S.
- Gender Equality Bill, 2006
- 2011 National Action Plan on Implementation of the United Nations Security Council Resolutions 1325 & 1820
- GESI related Committees at District Level

11: 00- 11: 15 AM

**TEA BREAK**

11:15- 1: 00 PM

**Understanding Non Discrimination**

Social exclusion & inclusion

Multi discrimination and Intersectionality Approach

Non-discrimination and different kinds of discrimination

Caste Based Discrimination

1: 00- 2: 00 PM

**TEA BREAK**

2: 00- 4: 00 PM

**Unpacking Equality**

Approaches to equality and Meaning of equality

Understanding Equity and Equality

Structural analysis of Poverty

4: 00- 4: 15 PM

**TEA BREAK**

4: 15- 5: 15 PM

**Understanding Dignity**

5: 15- 5: 30 PM

**Taking Stock**

**Day 3: 7<sup>th</sup> April, 2016**

9: 00- 9:15 AM **Recap**

9: 15- 11: 00 AM

**Investigating and Analyzing National Policies/Act on Dalit rights**

- Provisions ensuring Dalit rights in the Constitution of Nepal
- 2011 Caste Based Discrimination and Untouchability (Offence and Punishment) Act; and
- Local Self Governance Act (LSGA), 1999

- Similar policy level changes on civil service hiring quotas, Dalit child scholarships, and guidelines for local bodies with spending targets for marginalized groups followed.
- Structural mechanisms and committee on Dalit rights

**11: 00- 11: 15 AM**

**TEA BREAK**

**11: 15- 1: 00 PM**

**Peace building Strategies**

Unpacking People to People Approach

Background and the Concept

Objectives and Assumptions

Stages of P2P

Sympathy, Empathy & Trust building

**1:00- 2: 00 PM**

**LUNCH**

**2: 00- 4: 00 PM**

**Using GESI as Tool for Change**

Collaboration

GESI Micro-teaching

**4:00- 4: 15 PM**

**TEA BREAK**

**4: 15- 5: 15 PM**

**Closing**

**5: 15- 5: 30 PM**

**Final Evaluation**

## **Annex 19: Agenda of National Level Consultation Program organized by INHURED on May 18, 2016.**

Trade Tower Business Center, Thapathali, Kathmandu

### **Program Agenda**

<b>Time</b>	<b>Activity/Topic</b>	<b>Remarks</b>
9:00AM - 9:30 A.M.	Registration of Participants	Registration with Breakfast
9:30AM –9:40A.M.	Welcome along with Introduction of the project, objective for conducting national level consultation	INHURED
9:40AM– 9:50A.M.	Brief remarks from NHRC representative	NHRC
9:50AM-10:00AM	Brief remarks from Women’s Commission representative	Women’s Commission
10:00AM-10:10AM	Brief remarks from Dalit Commission representative	NDC
10:10AM-10:20AM	Brief remarks from USAID representative	USAID
10:20AM-10:30AM	Brief remarks by TAF Rep	Ms. Nandita Baruah, Deputy Country Representative The Asia Foundation
10:30AM-10:40AM	Remarks by chief guest	Hon'ble DPM and Minister for Women, Children and Social Welfare Mr. Chandra Prakash Mainali
10:40AM:10:50AM	Remarks by Chair	Ms. Chandani Joshi, Senior Gender Expert/ Advisor
10:50AM-11:00AM	Closing of formal opening and vote of thanks	INHURED President
11:00AM-11:15AM	Tea break	All participants

11:15AM-11:30AM	Sharing of finding on International Vs National assessment	Ms. Shreejana Pokhrel
11:30AM-11:45AM	Paper presentation on Comprehensive assessment of Nepal's International commitments and obligations to promote GESI	Advocate Ms. Meera Dhungana
11:45AM-12:00PM	Comment on the presented paper	Prof. Ms. Geeta Pathak Sangroula
12:00PM-13:00PM	Floor discussion	All participants
13:00PM-14:00PM.	Lunch break	All participants
13:30PM-13:45PM	Presentations on the finding on comprehensive assessments of the implementation of the national legal and policy framework relating to GESI at district level	Advocate Ms. Rita Mainaly
13:45PM-14:00PM	Paper presentation	Advocate Mr. Sabin Shrestha
14:00PM-14:30PM	Comment on the presented Paper	Ms. Babita Basnet
14:30PM-15:30 PM	Floor discussion	All participant
15:30PM-15:33PM	Remarks from IIDS	IIDS
15:33PM-15:36PM	Remarks from WA	WA
15:36PM-15:39PM	Remarks from DNF	DNF
15:39PM-15:42PM	Remarks from JMC	JMC
15:43PM-16:00PM	Closing remarks	INHURED

## Annex 20: Annual work plan for FY 2015/2016.

Activity	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16	Oct-16	Lead
<b>Objective 1: Transform the attitudes and practices of key actors within local GESI service delivery agencies.</b>											
Activity 1.1: Capacity assessment of local partners and mapping existing functional groups.											NDF, WA
Activity 1.2: Selection of local partners and project team.											DNF, WA
Activity 1.3: Conduct baseline, assessment of GESI policy performance in target districts											IIDS
Activity 1.4: Primary level local stakeholders and community members' interactions.											DNF, WA
Activity 1.5: Assessment and analysis of strengths and gaps between laws, proposed policies, and their implementation status in local level as well as district level performance on key policy provisions for Women and Dalits.											DNF, WA, INHURED
Activity 1.6: Preparation of detail implementation plan (DIP) per VDC.											DNF, WA, TAF
Activity 1.7: Scaling up of DNF led documenting and monitoring system. (Month 4 Onwards)											DNF
Activity 1.8: Development of IEC materials, posters, Dalit human rights status book, case studies. (Month 5 Onwards)											DNF, WA, TAF

Activity 1.9: Develop and Produce Street Dramas											WA
Activity 1.10: Training of Trainers (TOT) on Gender Equality, Identity and Social Inclusion.											DNF, WA, TAF
Activity 1.11: Comprehensive assessment of international commitments and obligation to promote GESI in relation to National laws and policy framework											INHURED
Activity 1.12: advocacy on effective implementation and reforms on GESI policies where required based on identified gaps and challenges. <i>(Month 9 Onwards)</i>											INHURED
Activity 1.13: PSA/Jingle/production and broadcasting.											JMC
<b>Objective 2: Promote intra and inter-stakeholder dialogue, and enhance collaboration and the advocacy capacity among Dalit communities and women's groups at the local level.</b>											
Activity 2.1: Facilitate single identity group training.											WA, DNF
Activity 2.2: Mixed identity group training.											WA, DNF
Activity 2.3: Training on collaborative leadership and advocacy tools.											WA, DNF
Activity 2.4: Formation of inclusive groups of Dalits and Non-Dalits for collective advocacy on GESI issue. <i>(Month 9 Onwards)</i>											DNF
Activity 2.5: Day to day outreach/interactions and education programs at local schools and communities. <i>(Month 9 Onwards)</i>											WA

Activity 2.6: Preparation of a Procedural Guidance Handbook on GESI policies and provisions.											INHURED
Activity 2.7: Radio Program in national and local level. ( <i>Month 6 Onwards</i> )											JMC
Activity 2.8: Training to working journalists on GESI.											JMC
Activity 2.9: Documentary production on GESI.											JMC
<b>Objective 3: Institutionalize GESI-responsive decision-making in the local state service delivery agencies through P2P approaches.</b>											
Activity 3.2: Use Appreciative Inquiry to develop common vision and collective commitments on GESI among state and non-state actors. ( <i>Month 10 Onwards</i> )											INHURED, JMC



## Annex 21: Performance Indicator Tracking Table (October 2015 to September 2016).

Indicator	Indicator Type	Baseline (& Year)	Y1										Y2				
			Q1		Q2		Q3		Q4		Total		Target				Total
			Ttarget	Achievement	Target	Achievement	Target	Achievement	Target	Achievement	Target	Achievement	Q1	Q2	Q3	Q4	
Number of USG-funded events, trainings, or activities designed to build support for peace or reconciliation on a mass scale (1.6.2-12)	Output	0	0	0	15	13	36	36	101	109	152	158	30	20			50
Number of people participating in USG-supported events, trainings, or activities designed to build mass support for peace and reconciliation (1.6.2-14)	Output	0	0	0	396	502	1092	1382	5960	11619	7448	13503	3000	1000			4000
Male						322		698		6327		7347					
Female						180		684		5292		6156					
Dalits						151		500		3230		3881					
Percentage change in target community perception of GESI sensitiveness in government services providers (GNDR-Z05)	Outcome	Average 15% Baseline Survey-2016		0							0	0		20% average increase			20% average increase
Percentage of target community members reporting awareness of Gender issue (GNDR-Z07)	Outcome	41.2%, Baseline Survey-2016		0							0	0		20% average increase			20% average increase
Number of local women participating in a substantive role or position in a peacebuilding process supported with USG assistance (1.6-6)	Outcome	0		0			48	37			48	37					
Number of people from marginalized group participating in a substantive role or position in a peacebuilding process	Outcome	0		0			24	22			24	22					

Year 2016, Annual Report (October 2015-September 2016) Cooperative Agreement: AID-367-A-15-00001

supported with USG assistance (1.6-Z01)																	
Percent of leadership positions in community management entities that are filled by women or member of a vulnerable group (2.4-Z01)	Outcome	Women-12% Dalit:7%		0							0	0		15% average increase			15% average increase
Percent of local organizations with improved capacity and/or performance scores (USAID PMP 1.3.1-2)	Outcome	0		0							0	0		80%			80%
Percentage in GESI related news coverage (GNDR-Z09)	Outcome	72 GESI related news (July to Sep, 2016)		0							0	0		20% average increase			20% average increase
Number of Joint advocacy initiatives between men and women, community leaders, Dalits and upper caste Hindu members for integrating GESI	Output	0									0	0	30	50			50
Number of media stories disseminated with USG support to facilitate the advancement of reconciliation or peace processes (1.6.1-14)	Output	0							200	0	200	0	150	190			190
Number of new groups or initiatives created through USG funding, dedicated to resolving the conflict or the drivers of the conflict (1.6.1-12)	Output	0							24	24	24	24		0			0
Number of issue based delegations to the local government authorities (2.4.1-Z51)	Outcome	0							0		0	0	50	80			80

Number of Policies, Regulations, Administrative Procedures in each of the following stages of development as a result of USG assistants (Analysis, Stakeholder consultation/public debate, drafting or revision, approval (Legislative or regulatory), Full and effective implementation (4.5.1-24)	Outcome	0							5	6	5	6	5	5			5
Analysis											5	6					
Number of policies or procedures drafted, proposed or adopted with USG assistance designed to promote gender at the national or sub-national level (GNDR-1)	Outcome								2	2	2	2					
Analysis									2		0	2					

## Annex 22: Agenda of the Training of Trainers (TOT) on Gender and Identity Transformation for Mixed Identity Groups

Dhulikhel Lodge Resort

26<sup>th</sup>-29<sup>th</sup> July, 2016

### Agenda

Day 1: Tuesday, 26 <sup>th</sup> July 2016		
8:00 - 8:45 AM	<b>Breakfast</b>	
8:45 - 9:00 AM	<b>Registration</b>	Binayak Basnyat
9:00 - 9:05 AM	<b>Welcome</b>	Kumar Khadka
9:05 - 9:10 AM	<b>Inauguration and Opening Remarks</b>	George Varughese
9:10 - 9:15 AM	<b>Special Remarks</b>	Amanda Cats-Baril
<b>9:15 - 11:15 AM</b>	<b>Introductory Session</b>	
9:15 - 10: 00 AM	Ice Breaker (15 mins) Self- Introduction (30 mins)	Kripa Basnyat
10: 00 - 10:10 AM	TOT Objectives, Expectations, Review of agenda and workshop methodology (10 minutes) <i>Prep: PowerPoint slides, projector</i>	Kumar Khadka
10:10 - 10:20 AM	Ground Rules (10 minutes) <i>Prep: Two flip chart papers for P2P and practical ground rules, flip chart markers</i>	Kripa Basnyat
10:20 -11:15 AM	Refresher on GESI as a Concept Gender Equity and Social Inclusion as a tool for Change <i>Prep: white board, flip chart, markers, PowerPoint, Handout no. A1</i>	Kripa Basnyat
11:15- 11: 30 AM	<b>TEA/COFFEE BREAK</b>	
<b>11: 30- 1:10 PM</b>	<b>How Conflict Emerges and P2P Approach</b>	
11:30 - 11:45 AM	Refresher on Conflict (15 minutes) <i>Prep: white board, flip chart, markers, PowerPoint, Handout no. B1</i>	Kumar Khadka
11:45 - 12:25 PM	Conflict Resolution Strategies (40 minutes) <i>Prep: A4 sheet paper for everyone, PowerPoint</i>	Kumar Khadka
12:25 - 1:10 PM	Positions and Interests (40 minutes) <i>Prep: flip chart for four groups, markers, PowerPoint, Handout no. B2</i>	Kripa Basnyat
1:10 - 2:00 PM	<b>Lunch Break</b>	
<b>2:00 - 4:30 PM</b>	<b>How Conflict Emerges and P2P Approach (continued)</b>	

2:00 - 3:00 PM	Position based Approach Vs. Interest Based Approach (1 hour) <i>Prep: flip chart, markers, PowerPoint, Handout no. B3 and story</i>	Kripa Basnyat
3:00 - 3:15 PM	Refresher on P2P Approach (15 minutes) <i>Prep: white board, markers, PowerPoint, Handout no. B4</i>	Kumar Khadka
3:15 - 4: 30 PM	Understanding Connectors and Dividers <ul style="list-style-type: none"> <li>What are the differences between connectors and dividers within the community? (30 minutes)</li> <li>Categories of connectors &amp; dividers (15 minutes)</li> <li>Identifying Connectors and Dividers in the Community (30 minutes)</li> </ul> <i>Prep: Set of pictorials, PowerPoint, flip chart paper for group work, markers</i>	Kumar Khadka
4:30 - 4:45 PM	<b>TEA/COFFEE BREAK</b>	
<b>4: 45 - 5: 30 PM</b>	<b>Prevention and Mitigation of Conflict</b>	
4:45 - 5: 00 PM	The Ladder of Assumptions (15 minutes) <i>Prep: PowerPoint, white board and markers</i>	Kripa Basnyat
5: 00 - 5: 15 PM	Building Positive Relations (15 minutes) <i>Prep: PowerPoint, white board and markers</i>	Kumar Khadka
5: 15 - 5: 30 PM	Taking stock <i>One positive thing you have learnt today</i>	Kripa Basnyat
<b>Day 2: Wednesday, 27<sup>th</sup> July 2016</b>		
9:00 - 9:15 AM	<b>Recap</b>	
9:15 - 11:00 AM	<b>Prevention and Mitigation of Conflict</b>	
9:15 - 10: 45 AM	Active listening (1 hour 30 minutes) <ul style="list-style-type: none"> <li>Listening when under Verbal Attack (40 minutes)</li> <li>Handling Another Person's Inflammation (20 minutes)</li> <li>Recite poem on 'Listen' (10 minutes)</li> <li>Handling Difficult Emotions in Others (20 minutes)</li> </ul> <i>Prep: PowerPoint, white board and markers, hand outs on C1, C2, C3, C4 and C5</i>	Kripa Basnyat
10:45 - 11:00 AM	Listening Without "Resistance" (15 minutes) <i>Prep: PowerPoint, white board and markers</i>	Kripa Basnyat
11:00 - 11:15 AM	<b>TEA/COFFEE BREAK</b>	
<b>11:15 - 1:00 PM</b>	<b>Prevention and Mitigation of Conflict (continued)</b>	
11: 15- 1:00 PM	Mediation <ul style="list-style-type: none"> <li>Constructive Dialogue as a Process of Mediation</li> </ul> <i>Prep: PowerPoint, white board, flip chart for group work and markers</i>	Preeti Thapa
1:00 - 2:00 PM	<b>Lunch Break</b>	

2:00 - 4:00 PM	<b>GESI Leadership</b>	
2:00 - 3:00 PM	Leadership exercise ( 1 hour) <i>Prep: 1 long Rope, 15 blindfolds, white board and markers, Big open space, handouts no. D1</i>	Kripa Basnyat
3:00 - 3:30 PM	Being a GESI Leader (30 minutes) <i>Prep: Masking tape, 4 Chart papers, Big space, Set of questions or statements</i>	Kripa Basnyat
3:30 - 4:00 PM	Collaborative Leadership Strategies (30 minutes) <i>Prep: Chairs for everyone, open space, PowerPoint</i>	Kripa Basnyat
4:00 - 4:15 PM	<b>TEA/ COFFEE BREAK</b>	
4:15 - 5:00 PM	<b>Closing session</b>	
<b>Day 3: Thursday, 28<sup>th</sup> July 2016</b>		
9:00 - 9:15 AM	<b>Recap</b>	
9: 15- 1:00 PM	<b>Diversity and Identity</b>	
9: 15- 10: 55 PM	4.1 What is diversity? (1 hour) <i>Prep: Flip chart paper, flip chart markers, masking tape</i>	Tirza Theunissen
10: 15- 12: 15 PM	4.2 Understanding Identity (1 hour) <i>Prep: Flip chart, flip chart markers, PowerPoint slides, Projector</i>	Tirza Theunissen
12: 15- 1: 00 PM	4.3 Unpacking Identity (45 minutes) <i>Prep: PowerPoint, meta cards, Flip chart papers, markers, masking tape</i>	Tirza Theunissen
1:10-2:00 PM	<b>Lunch Break</b>	
2: 00-3:45 PM	<b>Prejudice and Discrimination</b>	
2: 00- 2: 10 PM	Understanding and Stereo types (10 minutes) <i>Prep: PowerPoint slides, whiteboard, markers</i>	Kumar Khadka
2: 10- 2: 20 PM	Understanding and Recognizing Prejudice (10 minutes) <i>Prep: PowerPoint slides, whiteboard, markers</i>	Kumar Khadka
2: 20- 2: 35 PM	How does prejudice come about? (15 minutes) <i>Prep: Handouts for discussion</i>	Kumar Khadka
2: 35- 2: 50 PM	Understanding and Recognizing Discrimination (25 minutes) <i>Prep: Large flip chart papers for presentation, markers</i>	Kumar Khadka
2: 50- 3: 45 PM	<b>Social inclusion Gender Equality</b>	

2: 50- 3- 05 PM	Unpacking Social construct of Gender (15 minutes) <i>Prep: Flip chart, white board, marker</i>	Kripa Basnyat
3: 05- 3: 20 PM	Differences between Sex and Gender (15 minutes) <i>Prep: PowerPoint slides,</i>	Kripa Basnyat
3: 20- 3: 45 PM	Understanding Gender Based Discrimination (25 minutes) <i>Prep: White board, markers,</i>	Kripa Basnyat
3:45- 4: 00 PM	<b>TEA/COFFEE BREAK</b>	
4: 00-5: 00 PM	<b>Gender Equality Continued</b>	
4: 00- 5: 00 PM	Understanding Gender Equality (1 hour) <i>Prep: PowerPoint slides, white board, marker</i>	Kripa Basnyat
5: 00- 5: 15 PM	Taking stock <i>One positive thing you have learnt today</i>	Kripa Basnyat
<b>Day 4: Friday, 29<sup>th</sup> July 2016</b>		
9: 00- 9:15 AM	<b>Recap</b>	
9: 15- 11: 00 AM	<b>Social Inclusion</b>	
9: 15- 9: 40 AM	Understanding Social Inclusion and Exclusion (25 minutes) <i>Prep: PowerPoint slides</i>	Kumar Khadka
9: 40- 10: 10 AM	Understanding Caste Based Discrimination (30 minutes) <i>Prep: PowerPoint slides</i>	Kumar Khadka
10: 10- 11: 00 AM	Key Interventions towards Social Inclusion (50 minutes) <i>Prep: PowerPoint slides</i>	Kumar Khadka
11:00-11:15 AM	<b>Tea/Coffee break</b>	
11:15- 1: 00 PM	<b>Power, Privilege and Conflict</b>	
11: 15- 12: 00	Understanding and Recognizing Power and Privilege (1 hour) <i>Prep: White board/ flip chart paper, markers, big space, identity cards- meta cards, questions, masking tape</i>	Tirza Theunissen Kripa Basnyat
12: 00- 12: 30 PM	Understanding and Recognizing Primary and Secondary Dimensions of Diversity (30 minutes) <i>Prep: Handouts</i>	Tirza Theunissen
12: 15- 1: 00 PM	Understanding how conflict emerges (30 minutes) <i>Prep: PowerPoint, flip chart paper</i>	Kumar Khadka
1: 00-2:00 PM	<b>Lunch</b>	

2: 00-4: 00 PM	<b>Practicing positive values</b>	
2: 00- 2:10 PM	Importance of practicing positive values (10 minutes) <i>Prep: white board, marker</i>	Tirza Theunissen
2: 10- 3: 00 PM	Tools to practice positive values (50 minutes) <i>Prep: soft ball</i>	Tirza Theunissen
3: 00- 4: 00 PM	Tolerance (1 hour) <i>Prep: Big flip chart paper, markers</i>	Tirza Theunissen
4:00-4:15 PM	<b>TEA/ COFFEE BREAK</b>	
4: 15- 5:00 PM	<b>Practicing positive values</b>	
4:15- 4: 30 PM	Acceptance (15 minutes) <i>Prep: big flip chart for four groups, flip chart markers, white board, marker</i>	Tirza Theunissen
4: 30-4: 45 PM	Respect (15 minutes) <i>Prep: flip chart for presentation and to note down inputs, marker</i>	Tirza Theunissen
4: 45- 5:00 PM	Empathy (15 minutes) <i>Prep: meta cards, markers</i>	Tirza Theunissen
4: 15- 6:00 PM	<b>Training Closing</b>	
4:15 - 4:30 PM	Evaluation (15 minutes)	Binayak Basnyat
4:30 - 5:00 PM	Closing (30 minutes)	Kumar Khadka



## Annex 23: Participants' List of the Training of Trainers on Gender and Identity Transformation organized by The Asia Foundation

July 26-27, 2016  
List of Participants

S.N.	Name	Gender	District
1	Kumar Khadka	M	Kathmandu
2	Kripa Basnyat	F	Kathmandu
3	Binayak Basnyat	M	Kathmandu
4	Srijana Adhikari	F	Kathmandu
5	Suman Paudel	M	Kathmandu
6	Prakash Adhikari	M	Kathmandu
7	JB Manjhi	M (WA)	Sindhuli
8	Bishow Paudel	M (WA)	Kaski
9	Reena Karna	F (WA)	Sindhuli
10	Keshav Maya Paudel	F (WA)	Kaski
11	Shanti Ojha	F (WA)	Kailali
12	Maya Ojha	F (WA)	Kailali
13	Rajan Kunwar	M (WA)	Achham
14	Prem Budha	M (WA)	Achham
15	Dhana Lama	F (WA)	Kathmandu
16	Anju KC	F (WA)	Kathmandu
17	Sijendra Sada	M (DNF)	Sindhuli
18	Chandra Khati	M (DNF)	Ramechhap
19	Purna Pariyar	M (DNF)	Kaski
20	Mim BK	M (DNF)	Kaski
21	Chakra Nepali	M (DNF)	Achham
22	Padam Badi	M (DNF)	Achham
23	Khadga BK	M (DNF)	Kailali
24	Prem Chadara	M (DNF)	Kailali
25	Prabina Nepali	F (DNF)	Ramechhap
26	Sunita BK	F (DNF)	Sindhuli
27	Sabitra Pariyar	F (DNF)	Kathmandu
28	Ambika Shrestha	F (WA)	Ramechhap
29	Ratna Dhungel	M (WA)	Ramechhap
30	Santosh BK	M (DNF)	Kathmandu
31	Nirp Sunar	M (WA)	Kailali
32	Khilanath Ghimire	M (WA)	Kathmandu

## Annex 24: Agenda of the Training of Trainers (TOT) on Collaborative Leadership and Advocacy organized by The Asia Foundation

Hotel Snowland, Pokhara, Kaski

20<sup>th</sup>-22<sup>nd</sup> September, 2016

### Agenda

Day 1: Tuesday, 20 <sup>th</sup> September 2016		
8:00 - 8:45 AM	<b>Breakfast</b>	
8:45 - 9:00 AM	<b>Registration</b>	Binayak Basnyat
9:00 - 9:05 AM	<b>Welcome</b>	Kumar Khadka
<b>9:05 - 11:15 AM</b>	<b>Introductory Session</b>	
9:05 - 10: 00 AM	Ice Breaker (25 mins) <i>Prep: 32 A4 size paper, glue, masking tape, all kinds of tape, markers for each pair, Paper with shape of an object, Big space</i>	Kripa Basnyat
	Self- Introduction (30 mins) <i>Prep: sticky note, sign pens</i>	Kripa Basnyat
10:10 - 10:20 AM	TOT Objectives, Expectations, Review of agenda and workshop methodology (10 minutes) <i>Prep: PowerPoint slides, projector</i>	Kumar Khadka
10:20 -10: 30 AM	Ground Rules (10 minutes) <i>Prep: Kite, meta cards, and practical ground rules on PP, flip chart markers</i>	Binayak Basnyat
10: 30 – 11:00 AM	Refresher on GESI and P2P from Women Act and DNF team <i>Prep: meta cards, flip chart, flip chart and board markers</i>	Women Act and DNF
11:00- 11: 15 AM	<b>TEA/COFFEE BREAK</b>	
<b>11: 15- 1:00 PM</b>	<b>Session 1: Collaborative Leadership on GESI</b>	
11: 15- 11: 30 AM	Module 1.1 - Introduction to collaboration (15 minutes) <i>Prep: Whiteboard and flip chart, white board markers, PowerPoint</i>	Kripa Basnyat
11: 30- 12: 00 PM	Module 1.2 – Importance of Collaborative Leadership (30 minutes) <i>Prep: PowerPoint, White board, markers, Meta cards, Markers, Masking tapes</i>	Kripa Basnyat and Srijana Adhikary
12: 00- 1: 00 PM	Barriers to collaboration (1 hr) <i>Prep: Blindfolds, Throwables, Buckets, Rope/Tape for barrier PowerPoint, White board, markers</i>	Kripa Basnyat and Prakash Adhikary
1:00 - 2:00 PM	<b>Lunch Break</b>	

<b>2:00 - 4:00 PM</b>	<b>Session 1: Collaborative Leadership on GESI continued...</b>	
2: 00- 3: 00 PM	Module 1.3 - Creating a culture of collaboration <i>Prep: Powerpoint</i>	Kripa Basnyat and Suman Paudel
2: 00- 4: 00 PM	Module 1.4 - Leadership skills for collaboration <i>Prep: PowerPoint, white board, board marker</i>	Kripa Basnyat and Suman Paudel
4:00 - 4:15 PM	<b>TEA/COFFEE BREAK</b>	
<b>4: 15 - 5: 15 PM</b>	<b>Session 1: Collaborative Leadership on GESI continued...</b>	
	Module 1.5 - Tools and techniques for effective collaboration <i>Prep: White board, markers</i>	Kripa Basnyat and Prakash Adhikary
5: 15 - 5: 30 PM	Taking stock <i>One positive thing you have learnt today</i>	Binayak Basnyat
<b>Day 2: Wednesday, 21<sup>st</sup> September 2016</b>		
9:00 - 9:15 AM	<b>Recap</b>	
9:15 - 11:00 AM	<b>Session 2: Negotiating, Sharing Power &amp; Influence</b>	
9: 15- 10: 15 AM	Module 2.1: Meaning, Purpose and Sources of Power ( 1 hr) <i>Prep: White board or flip chart paper, board markers, PowerPoint slides, Collection of Photos reflecting sources of power</i>	Nandita Baruah
10: 15- 10: 45 AM	Module 2.2: Debunking the traditional concept of Power (30 minutes) <i>Prep: 6 A4 size paper with each topic for the group, timer</i>	Nandita Baruah
10: 45- 11: 15 AM	Module 2.3: Collaborative Leadership: Sharing Power and Influence Self-Assessment Exercise Guide (30 minutes) <i>Prep: Handouts, marker or pen</i>	Nandita Baruah
11:00 - 11:15 AM	<b>TEA/COFFEE BREAK</b>	
<b>11:15 - 1:00 PM</b>	<b>Session 3: Trust Building for Collaborative GESI advocacy</b>	
11: 15- 11: 25 AM	Module 3.1: Introduction to Trust Building (10 minutes) <i>Prep: Big space</i>	Kripa Basnyat and Binayak Basnyat
11: 25- 12: 00 PM	Module 3.2: Importance of Trust (45 minutes) <i>Prep: Coffee cups, Blindfold, Traffic small cones, Open space, chairs, balls, boxes</i>	Kripa Basnyat and Binayak Basnyat
12: 00- 1: 00 PM	Module 3.3: Strategies for Building Trust and GESI advocacy (1 hr)	Kripa Basnyat and Binayak Basnyat

	<b>Prep: white board, markers, handouts</b>	
1:00 - 2:00 PM	<b>Lunch Break (Group Photo)</b>	
2:00 - 4:00 PM	<b>Session 4: Advocacy Tools for an effective GESI service delivery</b>	
2: 00 2: 30 PM	Module 4.1: Introduction to Advocacy (30 minutes) <b>Prep: White board, Markers</b>	Kumar Khadka
2: 30- 3: 00 PM	Module 4.2: Purpose and Characteristics of Advocacy (30minutes) <b>Prep: White board, Markers</b>	Kumar Khadka
3: 00- 4:00 PM	Module 4.3: Brief Review of Approaches for understanding Advocacy (1 hr) <b>Prep: Powerpoint, white board, markers</b>	Kripa Basnyat and Suman Paudel
4:00 - 4:15 PM	<b>TEA/ COFFEE BREAK</b>	
<b>4:15 - 5: 15 PM</b>	<b>Session 4: Advocacy Tools for an effective GESI service delivery continued.</b>	
4: 15- 5: 15 PM	Module 4.4: Strategy planning for Advocacy: Learning by Doing <b>Prep: Case Study, Power point</b>	Kripa Basnyat and Srijana Adhikary
5: 15 - 5: 30 PM	Taking stock <b>One positive thing you have learnt today</b>	Binayak Basnyat
<b>Day 3: Thursday, 22<sup>nd</sup> September 2016</b>		
9:00 - 9:15 AM	<b>Recap</b>	
<b>9:15 - 11:00 AM</b>	<b>Session 4: Advocacy Tools for an effective GESI service delivery continued.</b>	
9:15 - 11:00 AM	Module 4.3: Strategies, Skills and Methods in Advocacy Campaigns <b>Prep: Powerpoint, flip chart paper, markers</b>	Kripa Basnyat and Prakash Adhikary
<b>11:00 - 11:15 AM</b>	<b>TEA/COFFEE BREAK</b>	
<b>11:15 - 1:00 PM</b>	<b>Session 4: Advocacy Tools for an effective GESI service delivery continued.</b>	
11:15 - 1:00 PM	Final Group Work Presentation Preparation- Advancing Advocacy for GESI sensitive policies <b>Prep: Flip chart papers, markers</b>	Kripa Basnyat and Prakash Adhikary
<b>1:00 - 2:00 PM</b>	<b>Lunch Break</b>	
<b>2:00 - 4:00 PM</b>	<b>Session 4: Advocacy Tools for an effective GESI service delivery continued.</b>	

2:00 - 3:00 PM	Action plan development for Collaborative Leadership and Advocacy <i>Prep: Powerpoint, flip charts, markers,</i>	Kumar Khadka
3:00 – 4: 00 PM	Final presentation on Action Plan <i>Prep: Powerpoint, flip charts, markers,</i>	Kumar Khadka
<b>4:00 - 4:15 PM</b>	<b>TEA/COFFEE BREAK</b>	
<b>4:15 - 5:00 PM</b>	<b>Closing</b>	
4:15 - 4:30 PM	Evaluation (15 minutes) <i>Prep: Evaluation form</i>	Binayak Basnyat
4:30 - 5:00 PM	Closing (30 minutes)	Kumar Khadka

## Annex 25: Dividers and Connectors Collected from the Districts

S.N.	Districts	Issues	Dividers	Connectors
1	Achham (Marku & Lungra)	<ol style="list-style-type: none"> <li>1. Chhaupadi (lifestyle- exercised at home while eating, etc)</li> <li>2. Untouchability (tap, pond, home)</li> <li>3. Domestic Violence</li> <li>4. Burden of work on women</li> <li>5. Low participation of women at the decision making level</li> <li>6. Caste discrimination in education, participation and access</li> <li>7. Discrimination against HIV/AIDs affected people</li> </ol>	<ol style="list-style-type: none"> <li>1. Witch doctor, priest are the supporter of Chhaupadi.</li> <li>2. High caste still supporting untouchability but deny to accept it</li> <li>3. Girls are not sent to school rather made to do household work.</li> <li>4. Men migrate to India for work and come back infected with HIV/ AIDs. The society still hasn't changed its behavior towards the HIV/ AIDs affected people.</li> <li>5. Educated and learned people still have dominance in local decision making bodies excluding many people from the process.</li> <li>6. Mostly men engage in gambling, drinking alcohol rather than working. This overburdens women and are subjected to violence and abuse.</li> <li>7. The issues of intra-discrimination among Dalits and women was found as one of the divider factor.</li> </ol>	<ol style="list-style-type: none"> <li>1. There are strategic plan in place for Chhaupadi tradition and local stakeholders can raise awareness on this.</li> <li>2. It was found during the training that non-Dalit groups are more serious and interested on Dalit and gender issues to work. Their positive sympathy can be the connecting factor.</li> <li>3. Both Dalit and non-Dalit groups have strongly felt that they are willing to work together to eradicate discriminations based on gender and caste.</li> <li>4. Political leaders, social workers, activists, teachers, religious persons, President of School Management Committee, VDC secretary, women and Dalit leaders can be connectors for the mixed identity trainings if we rightly utilize them.</li> </ol>
2	Kailali (Godavari & Chaumala)	<ol style="list-style-type: none"> <li>1. Untouchability (tap, temple, marriage or any other auspicious ceremony)</li> <li>2. Intra-discrimination within Dalits (Sunar, Kami, B.K, Luhar, Damai, Sharki and Nepali)</li> <li>3. Honour killings in cases of marriage/love between the Dalit and Non Dalits)</li> </ol>	<ol style="list-style-type: none"> <li>1. Political parties</li> <li>2. Inter and intra caste discrimination</li> <li>3. Traditional harmful practices like Chhaupadi (women restricted to stay in isolated small room for five days)</li> <li>4. Mostly female headed households but do not own land or house.</li> <li>5. Diversion of budget meant for women on infrastructure building</li> <li>6. Absence of women in local political mechanisms</li> <li>7. Discrimination against single women</li> <li>8. No women leading the local political parties</li> <li>9. Domestic violence (gender based discrimination)</li> <li>10. No value of women's work</li> </ol>	<ol style="list-style-type: none"> <li>1. Manifestos of political parties</li> <li>2. women and Dalit related policies</li> <li>3. Both Dalit and non-Dalit groups have strongly felt that they are willing to work together to eradicate discriminations based on gender and caste.</li> <li>4. Political leaders, social workers, activists, teachers, religious persons, President of School Management Committee, VDC secretary, women and Dalit leaders can be connectors for the mixed identity trainings if we rightly utilize them.</li> </ol>

			<ol style="list-style-type: none"> <li>11. Delay in addressing concerns and voices of women in the government mechanisms</li> <li>12. It was found that non-Dalit groups have disagreement on the reservation system and expressed their opposing views on it. They have understanding that they are discriminated and victimized due to the system.</li> <li>13. Some Dalits have expressed their painful and opposing thoughts against non-Dalit community. Such type of thoughts may be sometime harmful in mixed training.</li> </ol>	
3	Kaski (Chapakot & Bhadaure Tamangi)	<ol style="list-style-type: none"> <li>1. Inter and Intra Caste based discrimination (tap, temple, ceremonies, inter-caste marriage)</li> <li>2. Gender based discrimination (in girl's education, polygamy for the want of son)</li> <li>3. Chhaupadi</li> <li>4. Women have no economic access</li> <li>5. Diversification of budget meant for women</li> <li>6. Discrimination against single women Domestic violence</li> <li>7. Unequal pay to women for same work</li> <li>8. No initiation for making women economically self-reliant</li> </ol>	<ol style="list-style-type: none"> <li>1. Intra and inter caste based discrimination (Denying food and snacks by some of the participants from high caste community during the training was found very sensitive and might help to divide).</li> <li>2. Supporting Chhaupadi tradition</li> <li>3. Women are not prioritized while spending budget and mostly they do not have access to it</li> <li>4. Discrimination against single women</li> <li>5. Witch doctor, priest, religious leaders are reaping benefit from exercising traditional practices and are not in favor of minimizing them</li> <li>6. Domestic violence</li> <li>7. Burden of unpaid work on women</li> <li>8. It was found that non-Dalit groups have disagreement on the reservation system and expressed their opposing views on it. They have understanding that they are discriminated and victimized due to the system.</li> <li>9. Representation of political balance should be maintained otherwise it may result disturbance to the project.</li> </ol>	<ol style="list-style-type: none"> <li>1. Open for awareness raising programs to address existing discrimination on the grounds of gender, caste.</li> <li>2. Both Dalit and non-Dalit groups have strongly felt that they are willing to work together to eradicate discriminations based on gender and caste.</li> <li>3. Political leaders, social workers, activists, teachers, religious persons, President of School Management Committee, VDC secretary, women and Dalit leaders can be connectors for the mixed identity trainings if we rightly utilize them.</li> </ol>
4	Kathmandu (Dakshinkali municipality- ward	<ol style="list-style-type: none"> <li>1. Gender based discrimination (differential treatment between son and daughter)</li> </ol>	<ol style="list-style-type: none"> <li>1. Witch doctor, priest are the main local custodians of traditional practices and are not too comfortable with the change</li> </ol>	<ol style="list-style-type: none"> <li>1. Gender equality act, Policies on GESI.</li> <li>2. Local representative supportive of work on GESI sensitization</li> </ol>

	no. 5,6,7,8,9,10 and municipality area)	<ol style="list-style-type: none"> <li>Untouchability (temple, Dalits cannot enter high caste home directly)</li> <li>Domestic Violence (discrimination within home)</li> <li>Women are overburdened with unpaid work</li> <li>Low participation of women at the decision making level</li> <li>Caste based discrimination in the level of participation and access</li> </ol>	<ol style="list-style-type: none"> <li>Chhaupadi is still practiced in Brahmin and Chhettri community and find it difficult to renounce the years long practices</li> <li>Educated and learned people still have dominance in local decision making bodies excluding many people</li> <li>Mostly men engage in gambling, drinking alcohol rather than working. This overburdens women and are subjected to violence and abuse.</li> <li>It was found that non-Dalit groups have disagreement on the reservation system and expressed their opposing views on it. They have understanding that they are discriminated and victimized due to the system.</li> <li>The issues of intra-discrimination among Dalits and women was found as one of the divider factor.</li> </ol>	<ol style="list-style-type: none"> <li>Dalit groups are also interested to work with non-Dalit groups which also can be the connecting factors.</li> <li>Both Dalit and non-Dalit groups have strongly felt that they are willing to work together to eradicate discriminations based on gender and caste.</li> <li>Political leaders, social workers, activists, teachers, religious persons, President of School Management Committee, VDC secretary, women and Dalit leaders can be connectors for the mixed identity trainings if we rightly utilized them.</li> </ol>
5	Ramechhap (Pakarbas & Khimti)	<ol style="list-style-type: none"> <li>Influence of traditional and conventional thinking and practices</li> <li>Low or no access on education, social and political leadership position holding no decision making positions</li> <li>Women are limited only to unpaid work restricting their personal development</li> <li>Women spend 1 decade performing reproductive role</li> <li>Men have control over resources and property by depriving women from engaging in creative and economic activities</li> <li>No unity among Dalits and common belief that only Dalits should be concerned about caste discrimination</li> <li>Chhaupadi still prevalent in Brahmin and Chhettri community</li> <li>Women face discrimination in</li> </ol>	<ol style="list-style-type: none"> <li>Influence of traditional and conventional thinking and practices</li> <li>Intra caste based discrimination</li> <li>Chhaupadi tradition still practiced</li> <li>Women have no access to economic activities and are only confined within household activities</li> <li>No priority given to women in utilizing budget</li> <li>Talented women sacrifice their aspirations to take care of their household activities and children (seen as the primary responsibility of women)</li> <li>No unity among women and common sentiment that women are against women</li> <li>Women are not encouraged to go to school</li> </ol>	<ol style="list-style-type: none"> <li>P2P approach must be made mandatory for equal rights, pay and outcome</li> <li>Men can be involved in gender equality exercises and to share the burden of women</li> <li>Favorable environment for women to work together</li> <li>Both Dalit and non-Dalit groups have strongly felt that they are willing to work together to eradicate discriminations based on gender and caste</li> <li>Political leaders, social workers, activists, teachers, religious persons, President of School Management Committee, VDC secretary, women and Dalit leaders can be connectors for the mixed identity trainings if we rightly utilize them.</li> </ol>



		education		
6	Sindhuli (Ranibas & Hatpate)	<ol style="list-style-type: none"> <li>1. Control on mobility</li> <li>2. No or less power with women</li> <li>3. Low or no participation of women at the decision making level</li> <li>4. No access and control over resources</li> <li>5. Women are treated as second class citizens</li> <li>6. Control on reproductive role</li> <li>7. Discrimination on education</li> </ol>	<ol style="list-style-type: none"> <li>1. Discriminatory state policies and laws Discriminatory social norms and values</li> <li>2. Discrimination practiced at family, community (temple, guthi, etc), school, media and political parties.</li> <li>3. It was found that non-Dalit groups have disagreement on the reservation system and expressed their opposing views on it. They have understanding that they are discriminated and victimized due to the system.</li> <li>4. Some male leaders' views found to be good and positive on gender issues during training session. However, they had opposite opinion toward women issues at outside the training hall at informal conversations.</li> <li>5. The issues of intra-discrimination among Dalits and women was found as one of the divider factor.</li> </ol>	<ol style="list-style-type: none"> <li>1. Active I/NGOs</li> <li>2. Specific known groups</li> <li>3. Both Dalit and non-Dalit groups have strongly felt that they are willing to work together to eradicate discriminations based on gender and caste.</li> <li>4. Political leaders, social workers, activists, teachers, religious persons, President of School Management Committee, VDC secretary, women and Dalit leaders can be connectors for the mixed identity trainings if we rightly utilize them.</li> </ol>

**Annex 26: Questionnaire used for Street Dramas.**

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## Annex 27: Community action plans

### Dalit NGO Federation (DNF): Community Action Plan for Ramechhap

S.N.	Activities	Targeted groups	Targeted stakeholders	No of events	Resources
1	Awareness program on GESI and Social Inclusion. (Rally, speech competition etc.)	Dalit, Non-Dalit, Men and Women at 9 wards	VDC, Local Political leader, DDC, Civil Society, local NGOS,	15	DNF, DDC, NGOS
2	Co-feast (Sahavoj) and Interaction Program	Dalit, Non-Dalit, Men and Women	Local, DDC, DAO, Police VDC, Local Political leader, DDC, Civil Society, local NGOS, teachers,	4	DNF, DDC, VDC, NGOS
3	Orientation against gender based violence for community members	Men and Women from all wards	VDC, DDC, DAO	1	DNF, VDC, DDC
4	Visit district health office for services available for Women reproductive health	Community Members	DHO, Local Health Post, Women Network	1	DNF, VDC, DDC
5	Lobby and visit at local stakeholders about the right of	VDC, health post, Agriculture/livestock service	DDC, VDC, health post, SMC, District level line agencies	10	VDC, DDC, VDC level user groups

	information and services	centers District level line agencies			
6	Delegation to VDC/District office for reconstruction and recovery services delivery	All Earthquake affected community Members	VDC, DDC, DAO, Local Political leader	4	DNF
7	Regular monthly meeting of the mixed P2P group	Dalits and non-Dalits	VDC	12	DNF

### **Dalit NGO Federation (DNF): Community Action Plan for Kaski**

<b>S. N.</b>	<b>Activities</b>	<b>Targeted groups</b>	<b>Targeted stakeholders</b>	<b>No. of events</b>	<b>Resources</b>
1.	Awareness Campaign against caste based Discrimination and Untouchability	Dalit, Non-Dalit, Men and Women	VDC, Dalit-Network, Local Political leader, Teacher, local intellectual	9	DNF, DDC, NGOS
2.	Awareness program on Women Rights (rally)	Men and Women all community	Dalit Network, Women Network, Local Political leader, DDC.	9	DNF, DDC, VDC, NGOS
3.	Ward Level Sensitization March Pass against untouchability and Women Violence	Local Residents	Student, youth club member, VDC, Local Political leader, DDC, Civil Society, local NGOS, teachers,	9	DNF, DDC, VDC, NGOS
4.	Co-fest (Sahavoj) and Interaction Program	Dalit, Non-Dalit Men and Women	Local, DDC, DAO, Police VDC, Local Political leader, DDC, Civil Society, local NGOS, teachers,	2	DNF, DDC, VDC, NGOs
5.	Ward level day orientation on anti-untouchability Act, 2068 and Women act	Dalit and Women	Parents, SMC, local leader schools, VDC, Teachers, civil society, local NGOS	9	DNF, VDC, DDC, SMC, NGOS/INGOs
6.	Orientation on government	Dalit, Women, Marginalize	DDC, DAO, DEO and other line	2	DNF, VDC, DDC,

	facilities in local level for Dalits, Women and marginalize community	community	agency.		VDC
7.	Orientation on local level planning process	Dalit, Women, Janajati, marginalized groups	VDC, community forest, Ranger office, DDC, political parties, health post	2	VDC, DDC, NGOs/INGOs, Experts men power
8.	Lobby and visit program with local stakeholders about the right of information	VDC, health post, District level line agencies	VDC, health post, District level line agencies	10	VDC, DDC, VDC level user groups
9.	Regular monthly meeting of the mixed P2P group	Dalits and non-Dalits	VDC	12	DNF

## Dalit NGO Federation (DNF): Community Action Plan for Kailali

S. N.	Activities	Targeted groups	Targeted stakeholders	No. of Events	Resources
1.	Legal awareness Campaign against caste based Discrimination and Untouchability	Dalit, Non-Dalit, Men and Women	VDC, Dalit-Network, Local Political leader, Teacher, local intellectual	9	DNF, DDC, NGOS
2.	Orientation on GESI-oriented local government budget	Dalit and Non-Dalit, Men and Women	VDC, DDC, Women group, Dalit-Network, Local Political leader, Teacher, local intellectual, Journalist	3	DNF, DDC, VDC, NGOs
3.	Leadership and Advocacy Training	Dalit and Non-Dalit, Men and Women	VDC, DDC, Women group, Dalit-Network, Local Political leader, Teacher, local intellectual,	4	DNF, DDC, VDC, NGOs
4.	Awareness program on Women and Dalit Rights	Men and Women all community	Dalit Network, Women Network, Local Political leader, DDC.	5	DNF, DDC, VDC, NGOs
5.	Ward Level Sensitization March Pass against untouchability and Gender based Violence	Local Residents	Student, youth club member, VDC, Local Political leader, DDC, Civil Society, local NGOS, teachers,	9	DNF, DDC, VDC, NGOS
6.	Co-fest (Sahavoj) and Interaction Program	Dalit, Non-Dalit, Men and Women	Local, DDC, DAO, Police VDC, Local Political leader, DDC, Civil Society, local NGOS, teachers,	2	DNF, DDC, VDC, NGOS
7.	Ward level 1day orientation on anti-untouchability Act, 2068 and Women act and Against Gender based Violence	Dalit and Women	Parents, SMC, local leader schools, VDC, teachers, civil society, local NGOs	9	DNF, VDC, DDC, SMC, NGOs/INGOs
8.	Orientation on government facilities in local level for Dalits, Women and marginalize community	Dalit, Women, Marginalize community	DDC, DAO, DEO and other line Agency.	2	DNF, VDC, DDC, VDC
9.	Orientation on local level planning process	Dalit, Women, Janajati, marginalized groups	VDC, community forest Ranger office, DDC, political parties, Health Post	2	VDC, DDC, NGOs

10.	Regular monthly meeting of the mixed P2P group	Dalits and non-Dalits	VDC	12	DNF
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### **Dalit NGO Federation (DNF): Community Action Plan for Achham**

S. N.	Activities	Targeted groups	Targeted stakeholders	No of Events	Resources
1.	VDC Level Interaction program against Chhaupadi	Women and Girls	VDC, DDC, Political Leader, Teacher, Watch Group	9	DNF, DDC, NGOS
2.	Legal awareness Campaign against caste based Discrimination and Untouchability	Dalit, Non-Dalit, Men and Women	VDC, Dalit-Network, Local Political leader, Teacher, Local Intellectual	9	DNF, DDC, NGOS
3.	Orientation on Dalit and Women targeted local government budget	Dalit and Non-Dalit, Men and Women	VDC, DDC, Women group, Dalit-Network, Local Political Leader, Teacher, local intellectual, Journalist	3	DNF, DDC, VDC, NGOS
4.	Leadership and Advocacy Training	Dalit and Non-Dalit, Men and Women	VDC, DDC, Women group, Dalit-Network, Local Political leader, Teacher, local intellectual,	4	DNF, DDC, VDC, NGOS
5.	Awareness program on Women and Dalit Rights.	Men and Women all community	Dalit Network, Women Network, Local Political leader, DDC.	2	DNF, DDC, VDC, NGOS
6.	Ward Level Sensitization March Pass against untouchability and Women Violence	Local people	Student, youth club member, VDC, Local Political leader, DDC, Civil Society, Local NGOS, teachers,	9	DNF, DDC, VDC, NGOS
7.	Co-fest (Sahavoj) and Interaction Program	Dalit, Non-Dalit, Men and Women	Local, DDC, DAO, Police VDC, Local Political leader, DDC, Civil Society, local NGOS, Teachers,	2	DNF, DDC, VDC, NGOS
8.	Orientation on superstition, Prejudice and discrimination	Dalit and Non-Dalit, Men and Women	DDC, DAO, Police VDC, Local Political leader, DDC, Civil Society, Local NGOS, Teachers,	9	DNF, VDC, DDC,



9.	Orientation on government facilities in local level for Dalits, Women and marginalize community	Dalit, Women, Marginalize community	DDC, DAO, DEO and other line agency.	2	DNF, VDC, DDC
10.	Sensitizations workshop on Chaupadi and untouchability to Traditional healer	Religious leader, Traditional healer	DDC, VDC, DAO, SMC, Youth Club, NGOs/INGOs	2	DNF, VDC, DDC
11.	Orientation on local level planning process	Dalit, Women, Janajati, marginalized groups	VDC, DDC, Political Parties, Health Post	2	VDC, DDC, NGOs
12.	Regular monthly meeting of the mixed P2P group	Dalits and non-Dalits	VDC	12	DNF

### **Dalit NGO Federation (DNF): Community Action Plan for Kathmandu**

S. N.	Activities	Targeted groups	Targeted stakeholders	No. of Events	Resources
1.	Legal awareness Campaign against caste based Discrimination and Untouchability	Dalit, Non-Dalit, Men and Women	VDC, Dalit-Network, Local Political Leader, Teacher, local Intellectual	9	DNF, DDC, NGOs
2.	Orientation on Dalit and Women targeted local government budget	Dalit and Non-Dalit, Men and Women	VDC, DDC, Women group, Dalit-Network, Local Political leader, Teacher, local intellectual, Journalist	2	DNF, DDC, VDC, NGOs
3.	Leadership and Advocacy Training	Dalit and Non-Dalit, Men and Women	VDC, DDC, Women group, Dalit-Network, Local Political leader, Teacher, local intellectual,	2	DNF, DDC, VDC, NGOs
4.	Awareness program on Women and Dalit Rights	Men and Women, all community	Dalit Network, Women Network, Local Political Leader, DDC.	2	DNF, DDC, VDC, NGOs
5.	Co-feast (Sahavoj) and Interaction Program	Dalit, Non-Dalit, Men and Women	Local, DDC, DAO, Police VDC, Local Political leader, DDC, Civil Society, Local NGOS, Teachers,	2	DNF, DDC, VDC, NGOs
6.	Orientation on superstition, Prejudice and discrimination	Dalit and Non-Dalit, Men and Women	DDC, DAO, Police VDC, Local Political leader, DDC, Civil Society, local NGOS, Teachers,	2	DNF, VDC, DDC,

7.	Orientation on government facilities in local level for Dalits, Women and marginalize community	Dalit, Women, Marginalize community	DDC, DAO, DEO and other line agency.	2	DNF, VDC, DDC
8.	Delegation to VDC/District office for reconstruction and recovery services delivery	All Earthquake affected community Members	VDC, DDC, DAO, Local Political Leader	4	DNF
9.	Regular monthly meeting of the mixed P2P group	Dalits and non-Dalits	VDC	12	DNF

### **Dalit NGO Federation (DNF): Community Action Plan for Sindhuli**

S. N.	Activities	Targeted groups	Targeted stakeholders	No. of Events	Resources
1.	Orientation on local level planning process	Dalit, Women, Janajati, marginalized groups	VDC, DDC, Political Parties, Health Post	2	VDC, DDC, NGOs/INGOs, Experts men power
2.	Door to Door visit program to aware on GESI issues	Dalit Community, Women, marginalized community	Parents, SMC, schools, VDC, Teachers, Civil Society, Local NGOs	2	VDC, DDC, SMC, NGOs/INGOs
3.	Lobby and visit program with local stakeholders about the right of information	VDC, health post, District level line agencies	VDC, Health Post, District level line agencies	10	VDC, DDC, VDC level user groups
4.	Ward level 1day orientation on anti-untouchability Act, 2068 and Women act	Dalit and Women	Parents, SMC, School, VDC, Teachers, Civil Society, local NGOs	2	VDC, DDC, SMC, NGOs/INGOs
5.	Meeting with political parties, VDC representatives, civil society on caste and gender based discrimination	Dalit, Women and marginalized groups	VDC, Health Post, Sub Police Office, Political Leaders and humanitarian organization	2	DNF, TAF, VDC, DDC and other social organization
6.	Interaction with political parties, DDC, VDC representatives, civil	Dalit, Women and marginalized groups	VDC, Health Post, Sub Police Office, Political Leaders and	2	DNF, TAF, VDC, DDC and other social

	society on Dalit and Women issues		Humanitarian Organization		organization
7.	Leadership development training for local leaders	Dalit, Women and marginalized groups	VDC, Health Post, Sub Police Office, Political Leaders and Humanitarian Organization	2	DNF, TAF, VDC, DDC and other social organization
8.	Inclusive informal education class for illiterate men and Women	Dalit, Women and marginalized groups	VDC, Health Post, Sub Police Office, Political Leaders and Humanitarian Organization	9	DNF, TAF, VDC, DDC and other social organization
9.	Awareness program on Women and Dalit Rights.	Men and Women all community	Dalit Network, Women Network, Local Political leader, DDC.	2	DNF, DDC, VDC, NGOs
10.	Delegation to VDC/District office for reconstruction and recovery services delivery	All Earthquake affected community Members	VDC, DDC, DAO, Local Political leader	4	DNF
11.	Regular monthly meeting of the mixed P2P group	Dalits and non-Dalits	VDC	12	DNF

## Women Act Community Action Plan

District: Achham

Name of Group: Ekata Samaj Marku

VDC: Marku

Advocacy Activities/Programs	Targeted beneficiaries	Targeted Stakeholders	Goal and Objectives	Time period	Tentative Budget	Strategies	Achievements	Impact
VDC level monthly Meeting to address GESI issues, plan and review	Local men and women	VDC	Better planning and review	Once a Month	12000.00	Hold meeting each month to review the action plan and discussion with VDC authorities	Ownership feeling will be developed within the inclusive groups Coordination gets more strengthened	Well plans of the inclusive groups developed and collaboration seen within the team  Awareness raised among the people
Distribution of GESI related IEC materials in every corner of the VDCs	Local women, men and Dalits, physically challenged and Janajati people	Local women, Men, VDC and stakeholders	Create initial level awareness among the people	Once a Month	45,000.00	Hold meetings with inclusive groups  IEC materials will be distributed among the people in the VDCs	It will help to minimize conflict, gender equality enhanced and policy of the inclusiveness through the P2P methods	GESI laws and policies effectively implemented through P2P concept

Delegation visit to VDCs (To know about the situation of implementation of GESI policies, target oriented programs and budgeting system)	All targeted groups in the VDCs	All Targeted groups in the VDC		First month	10,000.00	Initial meetings with the group members Identify the issues Finalize the topics of delegation Visit VDC and place opinions	About 30 representative s of inclusive groups will be informed about the current and last FY budget situation of the VDCs	Environment of effective implementation of targeted budget set
Rallies, publicity through Miking on GESI and GBV situation and child marriage	Local Men and women/Ad olescents	VDC and stakeholders	Aware and inform regarding GBV and GESI provision in Nepal child marriage	3 times in a year	15000.00	Hold meetings with local men and women and associated stakeholders with VDC representatives  Draft planning on how to move ahead	People in the VDC will be aware and help each other against GESI, GBV and child marriage	Decreased numbers of GBV incidences and child marriage  Increased GESI awareness and aspiration in the VDC
Orientation training for VDC level children's clubs on GESI issues	Members of the children's clubs	Child clubs and associated stakeholders	Inform and aware regarding GESI issues/provisions and GBV in the local communities	One day one time in a year	20000.00	Initial meetings with the club members and associated stakeholders Identify major GESI	The child club members will be capacitated and inform the community	Child club members aware on GESI issues and able to be leader within their community to address GESI issue

						problems and GBV incidence Finalize subjects Conduction of training	people regarding GESI provisions	
Discussion program at Ward Citizen Forum (WCF) on GESI provision and GBV situation	All members and designators of WCF	All men and women and VDC	To aware the members and designators about GESI and GBV provision and situation	4 times	20000.00	To hold a meeting with WCF Identify the major problems related to GESI and GBV Prioritize the problems and induce the members to play a vital role of advocator in the VDC	To aware WCF about GESI provision and GBV situation	Level of awareness and initiation for GESI provision and GBV situation increased in the VDC
Joint delegation to local level health service providing institutions (to make pressure for the effective implementation of providing services by the health posts and sub-health posts)	Women, Children and economical ly poor communiti es of the VDCs	Women, Children and economically poor communities of the VDCs	Inform the authorities and aware regarding GESI provisions	3 times in a year	12,000.00	Inform the all members of the groups about the health services and facilities delivering by the local health posts.  Identify those	They will be informed about all of the health services/facilities delivered by the govt. health posts Hoarding board describing about the	24 hour health service providers stationed at the offices  Effective health services delivered

						people who are deprived of health services and facilities and getting in troubles and bring them together on a delegation visit to the health service providing institutions	services installed by the health post	
Review GESI programs for the social audit of activities and their achievements/challenges at the VDC	Members of advocacy group	VDC, Members of advocacy group and other stakeholders	Inform the public regarding the achievements, challenges and lessons learned of the activities	One time in a year	25000.00	Review the programs and activities amidst advocacy groups and stakeholders to set an effective strategy and programs for future	Participants will be active to succeed the effective implementation of the programs in the VDCs	More support realized for the better implementation of GESI policy

## Women Act Community Action Plan

District: Achham

Name of Group: Pragatishil Samuha, Lungra

VDC: Lungra

Advocacy Activities/Programs	Targeted beneficiaries	Targeted Stakeholders	Goal and Objectives	Time period	Tentative Budget	Strategies	Achievements	Impact
Joint delegation to local level health service providing institutions (To make pressure for the effective implementation of providing services by the health posts and sub-health posts)	Women, Children and economically poor communities of the VDCs	Women, Children and economically poor communities of the VDCs	To inform the authorities and aware regarding GESI provisions	3 times in a year	12,000.00	Inform the all members of the groups about the health services and facilities delivering by the local health posts.	They will be informed about all of the health services/facilities delivered by the govt. health posts Hoarding board describing about the services installed by the health post	24 hour health service providers stationed at the offices  Effective health services delivered
VDC level monthly Meeting to address GESI issues, plan and review	Local men and women	VDC	Better planning and review	Once a Month	12000.00	Hold meeting each month to review the action plan and discussion with VDC authorities	Ownership feeling will be developed within the inclusive groups Coordination gets more strengthened	Well plans of the inclusive groups developed and collaboration seen within the team  Awareness raised among the people



Rallies, publicity through making on GESI and GBV situation and child marriage,	Local Men and women/Adolescents	VDC and stakeholders	Aware and inform regarding GBV and GESI provision in Nepal child marriage	3 times in a year	15000.00	Hold meetings with local men, women and associated stakeholders with VDC representatives  Draft planning on how to move ahead	People in the VDC will be aware and help each other against GESI, GBV and child marriage	Decreased numbers of GBV incidence and child marriage  Increased GESI awareness and aspiration in the VDC
Delegation visit to VDCs (To know about the situation of implementation of GESI policies, target oriented programs and budgeting system)	All targeted groups in the VDCs	All Targeted groups in the VDC		First month	10,000.00	Initial meetings with the group members Identify the issues Finalize the topics of delegation Visit VDC and place opinions	About 30 representatives of inclusive groups will be informed about the current and last FY budget situation of the VDCs	Environment of effective implementation of targeted budget set
VDC level Regular Meeting on GESI issues, plan and review	Local men and women	VDC	To pressure VDC	Once a month	12000.00	Organize meeting each month to review the action plan and discussion	Ownership feeling will be developed within the inclusive groups Coordination	Well plans of the inclusive groups developed and collaboration seen within the team Awareness raised among the

						with VDC authorities	gets more strengthened	community members
Delegation visit to VDCs to know about the situation of implementation of GESI policies, target oriented programs and budgeting system	All targeted groups in the VDCs	All Targeted groups in the VDC		First month	10,000.00	Initial meetings with the group members Identify the issues Finalize the topics of delegation Visit VDC and place opinions	About 30 representative s of inclusive groups will be informed about the current and last FY budget situation of the VDCs	Environment of effective implementation of targeted budget set
Discussion program at Ward Citizen Forum (WCF) on GESI provision and GBV situation	All members and designators of WCF	All men and women and VDC	To aware the members and designators about GESI and GBV provision and situation	4 times in a year	20000.00	To hold a meeting with WCF Identify the major problems related to GESI and GBV Prioritize the problems and induce the members to play a vital role of advocator in the VDC	To aware WCF about GESI provision and GBV situation	Level of awareness and initiation for GESI provision and GBV situation increased in the VDC
Social Audit of GESI programs	Members of advocacy	VDC, Members of advocacy	Inform the public regarding the	Twice a year	25000.00	Review the programs and activities	Participants will be active to succeed	Effective implementation of GESI program

	group	group and other stakeholders	achievements , challenges and lessons learned of the activities			amidst advocacy groups and stakeholders to set an effective strategy and programs for future	the effective implementation of the programs in the VDCs	
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## Women Act Community Action Plan

District: Kailali

Name of Group: Inclusive Advocacy Group Member

VDC: Chaumela & Godavari

SN	Advocacy Activities	Beneficiaries	Target group	Time period	Resources		Strategies	Achievements	Impact
					Women Act	VDCs			
1	Delegation visit to VDCs to know about the situation of implementation of GESI policies, target oriented programs and budgeting system	All targeted groups in the VDCs	All Targeted groups in the VDC	First month	5,000.00		Inform the VDCs about the date and time regarding the delegation	About 30 representatives of inclusive groups will be informed about the current and last FY budget situation of the VDCs	Environment of effective implementation of targeted budget set
2	Meeting of the surveillance groups (To convert 'Chhau' shed to	Women of the houses having 'Chhau' sheds	Women of the VDC	Monthly	5,000.00	5,000.00	Meet every month to discuss and evaluate the effect	About 50 women	Decreased death rate of the women in the project

	mushroom shed)						of 'Chhau' tradition and to garner solidarity to end it		targeted VDCs  Improved health and hygiene of the women and children
3	Joint delegation to DDC, Women and Children Development office, Agricultural, Animal and cottage industries and skill development offices to know the situation of implementation of programs for the targeted groups	All targeted groups in the VDC.	All target groups of the VDC.	Second month	30,000.00	5,000.00	Set date and time with the local Gov. offices of the district  Discuss on the target group oriented programs in terms of their past, present and future implementation	The stakeholders will be well informed about the GESI and the targeted group's programs launched by the local offices of govt. in the district	Increased inclusive budget system in the VDCs having GESI projects
4	To monitor the local schools on behalf of the implementation of distribution of scholarships for the girls	Dalit women girl students	Students of 5 local schools and their guardians	Third month	8000.00	-	Coordinating with the Dist. Edu. office, to get information about the scholarship sum through the resource person of the office	Stakeholders will know about the govt. scholarship grants and students will get scholarship in time	Scholarship amount distributed by Schools amidst the guardians/parents of the students

5	To go for a joint delegation to local level health service providing institutions to make pressure for the effective implementation of providing services by the health posts and sub- health posts	Women, Children and economically poor communities of the VDCs	Women, Children and economically poor communities of the VDCs	Third month	3,000.00	-	Inform the all members of the groups about the health services and facilities delivering by the local health posts.  Identify those people who are deprived of health services and facilities and getting in troubles and bring them together on a delegation visit to the health service providing institutions	They will be informed about all of the health services/facilities delivered by the govt. health posts	Hoarding board describing about the services installed by the health post  24 hours health service providers stationed at the offices  Effective health services implemented
6	Celebrate 16 days activism against GBV (To share the experience of violence faced by the women through discussion, interaction and various local sanitation programs)	All of the women of the VDCs	Women, victims of domestic violence	On the specific days	35,000.	5,000.00	Organize a coordination meeting with the local NGOs working on women affairs and draft work plans	All people of the VDCs will understand that they should not offend women if so there will be legal action taken against them	Decreased number of incidence related to violence against women  Less FIR on violence against women registered at the local police stations
7	organize VDC level Signature Campaign with commitment after the meeting with the	40 women, Dalits and physically challenged and	Women, Dalits and physically challenged	Forth month	8,000.00	10,000.00	Invite all stakeholders in the VDCs To prepare the list	All associated people will be committed for the	Budget for the targeted group of VDCs incremented

	stakeholders for the implementation of GESI policies	Janajati	and janajati				of major GESI policies and collect their signatures and paste in govt. offices and in the public places	implementati on of GESI	All structures of the VDCs socially inclusive
8	Discussion program and Distribution of GESI related IEC materials in every corner of the VDCs	About 180 women, Dalits, physically challenged and Janajati people	Women, Dalits, physically challenged and Janajati people	Fifth month			Hold meetings with inclusive groups  IEC materials will be distributed among the people in the VDCs	It will help to minimize conflict, gender equality enhanced and policy of the inclusiveness through the P2P methods	GESI laws and policies effectively implemented through P2P concept
9	Celebrate Int'l women's day by organizing rallies, miking and other GESI related publicity	50 women from the VDCs	women from the VDCs	Int'l Wome n's Day	5,000.00	10,000.00	Organize coordination meetings with local NGOs working in the VDCs and prepare action plans	50 women will be capacitated Various media will proliferate in the public	Respect for women in the VDCs well honored and increased
10	'Teej' special Program on GESI issues	81 women will take part in the carnival rogram	all women of the VDC	During Teej festival	20,000.00	5,000.00	Names of the 'dohori' contestants will be collected from all 9 wards of the VDCs  Jury will be formed and there will be rewards for the excellent performers	All of the women in the VDCs will be informed and understand about GESI issues The winners will be awarded with prizes and appreciation	All women aware and informed regarding GESI

								which will be broadcast through various media	
11	Two days long Orientation programs to enhance the capacity of children's club and train them (mitigation of childhood marriage)	Children between 10 and 18 years.	Girl and boy students		15,000.00	5,000.00	Involve all of the VDC level members of local children's clubs and 3 members from school level children's clubs in the programs	30 students capacitated about GESI aspiration	Mitigated childhood marriage Female students had High level education
12	Rallies with slogans against alcohol use and sales during the festivals and aware for establishing peace and prosperity in the VDCs	All men and women in the VDCs	All men and women in the VDCs	During Dashain, Tihar, Teej and 'Putala a' demonstration days	5,000.00	-	Hold meeting with inclusive groups Rallies in the VDCs with placards and banners with the texts that aware people how alcohol and gambling interrupt peace, deteriorate properties and status of a person.	all men, women and children of VDC get aware and peaceful at homes	Conflict and unrest in the VDC decreased Happy and spirited festival ceremony developed
13	Organize meeting of inclusive groups for a collective social advocacy for GESI issues	Members of joint advocacy groups	Members of joint advocacy groups	Bi-monthly	66,000.00	-	Hold meeting each month to review the action plan and discussion with the inclusive groups	Ownership feeling will be developed within the inclusive groups	Well plans of the inclusive groups developed and collaboration seen within

14	Review programs for the social audit of activities and their achievements/challenges	Members of advocacy group	Members of advocacy group and other stakeholders	Two times	20,000.00	-	Review the programs and activities amidst advocacy groups and stakeholders to set an effective strategy and programs for future	Participants will be active to succeed the effective implementation of the programs in the VDCs	More support realized for the better implementation of GESI policy
15	VDC level monthly Meeting to address GESI issues, plan and review	Local men and women	VDC	Better planning and review	Once a Month	12000.00	Hold meeting each month to review the action plan and discussion with VDC authorities	Ownership feeling will be developed within the inclusive groups Coordination gets more strengthened	Well plans of the inclusive groups developed and collaboration seen within the team  Awareness raised among the people

## Women Act Community Action Plan

District: Kaski

VDC: Capakot & Bhandaura

S.NO	Advocacy Activities Details		Remarks
1.	One- day orientation program on social inclusion and gender equality		
	Target group	Local women and men	
	Beneficiary group	Local men and women along with other people working in the local community and organizations	



	Time Period	First week of first month	
	Estimated budget	5000.00	
	Strategy	Selection of participants in the meeting from the community	
	Coordination	local men and women, related organization and also representative of other organization.	
	Achievement	40 community members will be aware on GESI and its vision.	
S. No	Advocacy Activities Details		Remarks
2.	Delegation to VDC to know about implementation of GESI policy, target group program and the use of budget.		
	Target Groups	Representative from local bodies and local community members	
	Beneficiary groups	Representatives of local bodies and all community member	
	Time Period	First week of third month	
	Estimated Budget	5000.00	
	Strategy	Conducting meeting in a sound environment with all the members of the group	

	Coordination	Understanding the objectives of delegation and reviewing the GESI rule and regulation	
	Achievements	30 representatives participated from the different community will understand about the actual budge, budget of previous year, implementation stage of current budget and will understand about the required budget for next year  Creation of effective environment of implementation of budget	
<b>S. No</b>	<b>Advocacy Activities Details</b>		<b>Remarks</b>
3	Delegation visit at VDC, women and children development office, agriculture, livestock, cottage and small scale, skill development office		
	Target group	Whole target Group of VDC level	
	Beneficiary group	Whole Target group of VDC level	
	Time period	Last week of Third month	
	Estimated budget	10,000	
	Strategy	Fixing the date and time of delegation at government office at the district.  Discussion about the program of last year, this year and coming year with its implementation with the target group.	
	Coordination	Loose group, local authority and local organizations	

	Achievement	Informed on program focused for GESI group  Increased budget for the GESI program in coming year and proper utilization	
S. No	Advocacy Activities Details		Remarks
4	Delegation to Health Post & Sub Health Post will provide service according to the Government Policy for its Implementation		
	Target group	VDC, Women, Children and lower class	
	Beneficiary group	VDC women, Children and lower class	
	Time period	1 st week of 4th month	
	Estimated budget	10,000	
	Strategy	Informing about the facilities being provided by local health post to all group members.	
	Coordination	Related local authority, vdc, loose groups and local organizations.	
	Achievement	Improved on health service delivery	
S. No	Advocacy activities details		Remarks
5	Delegation to Health Post & Sub Health Post will provide service according to the Government Policy for its Implementation		
	Beneficiary group	women, children's & lower class Family from VDC	

	Time period	Last week of 5 <sup>th</sup> month	
	Estimated budget	10,000	
	Strategy	Informing about the facilities being provided by local health post to all group members.  Finding out the people who are not getting health facilities and taking the delegation	
	Coordination	Local Women, men and concerned authority	
	Achievement	Community member will be informed about the service and facilities of the health post.  Quality health care services will be delivered	
S. No	Advocacy activities details		Remarks
6	VDC level concern authority meeting for gender equality and social inclusion policy full implementation with resolution and signature program.		
	Target group	40 People, Women, Dalit, disable and Janajati from VDC	
	Beneficiary group	women, Dalit, disable and Janajati from VDC	
	Time period	1 <sup>st</sup> week of 6 <sup>th</sup> month	
	Estimated budget	1,00,000	

	Strategy	inviting all concerned authority from vdc and listing the policies with signature and attaching the list on public place and office.	
	Coordination	Local women, men and concerned authority.	
	Achievement	Build up trust, understanding for effectively implementation of GESI <del>polo</del> <u>ecies</u> <u>policies</u>	
S. No	Advocacy activities details		Remarks
7	IEC material distribution Program		
	Target group	2000 people women, men and children in VDC	
	Beneficiary group	all the residents of the VDC	
	Time period	2 <sup>nd</sup> week of 6 <sup>th</sup> month	
	Estimated budget	50,000	
	Strategy	IEC materials from women act to be distributed according to households.	
	Coordination	organizing the turn of open group members after the meeting	
	Achievement	Community People will aware on GESI issues	

S. No	Advocacy activities details		Remarks
8	VDC level One Day Orientation program to mitigate conflict, gender equality and social inclusion following P2P concept		
	Target group	Stakeholders of VDCs, political parties, VDC offices and clerks, School headmasters and Social workers	
	Beneficiary group	all the residents of the VDC	
	Time period	Monthly	
	Estimated budget	WA: 8,000; VDC: 10,000	
	Strategy	By holding meetings among the inclusive groups, dates and venues will be set/decided  To communicate all of the stakeholders, to inform all stakeholders and make the VDC Secretaries to present the updated details regarding GESI	
	Achievement	At least 40 participants will be much informed about the project and GESI issues	

## Women Act Community Action Plan

District: Kathmandu

Name of Group: Mixed P2P Group

Municipality: Dakshinkali

Advocacy Activities	Target Group	Goal	Time period	Budget	Coordination	Responsibility	Working Are
Celebration of international women's day	Residents of all municipalities	Awareness for women	Once a year	50,000	Women act & ward office	Mixed advocacy group	Dakscinkali M P5 to 10 wards schools
Regular meeting and interaction program	Group members	Better coordination among team members and build trust	Monthly	12,000	Women act / D.N.P	Mixed advocacy group.	DNP 5 to 10
Skill development training for poor and marginalize women	Poor and marginalized women	Economic empowerment of poor and marginalized women	2 months training	5,000,00	WA & CTEVT	Mixed advocacy group	Dakscinkali M P5 to 10 school
Discussion about gender based violence in citizen forum meeting	all the members	Decrease on GBV cases	Nine Times	40,000	Women act D.M.P	Mixed advocacy group	Dakscinkali M P5 to 10 school
Delegation and interaction program to end women violence	Victim and all the members	Mitigate the GBV and build up responsive mechanism	Two Days	10,000	Dakscinkali Mahila Sanjal, ward	Mixed advocacy group.	DNM 5 to 10
Distribution of IEC material in dakshinkali	Local women &	Improve understanding on	One day	10,000	Women act	Mixed advocacy group.	Temple areas

temple	other visitor	GESI issues					
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## Women Act Community Action Plan

District: Ramechhap

VDC: Khimti

SN	Activities	Target groups	Time	Resource		How	Achievements	Impact
				WA	VDC			
1	Delegation visit at VDC office (To know implementation process of GESI's policies and target groups)	All target group of VDC	Second month	10000		Inform date and time of delegation to VDC	30 GESI representatives of VDC will inform regarding VDC's target budget implementation of the previous and this year practice	Environment developed for effective implementation of the VDCs target budget.
2	Interaction program on reducing girls trafficking and gender discrimination	Community and VDCs women	Third month	10000		Inform the VDC and local organization	30 Aama group and groups member of women will be aware on TIP and GBV issues	Participants will abolish girls trafficking and gender discrimination



3	Interaction with SMC to be familiar on Scholarship distribution program implementation and monitoring	Dalit and girls from 6 schools	Forth month	20000	10000	GESI group member will be mobilized for scholarship program through Resource person in coordination with DEO	Stakeholders' will be aware on the governments scholarship facilities and scholarship will provided to students in time	The scholarship budget will be distributed on time  Real needy beneficiary will receive the support
4	Awareness raising program for youth group	Concerned VDC	Six month	30000		Interaction program for VDC youth target group	Create environment for friendly and innovative idea	Youth enthusiastically involved in productive work
5	VDC level song competition in the special teej program	All men and women in the VDC	Fifth month	5000	5000	All men and women aware on gender and caste discrimination	Create harmony to each other's in the community to eliminate gender and caste discrimination	GESI aspiration and awareness created among the local men and women in the for social harmony
6	Awareness raising program	Concerned VDC	Eight	10000		Inform through Ward	Aware on state's service and	Fully informed and aware for

	for senior Citizen's right, child rights disable right and social security	target group	month			citizen forum	facilities	clamming the rights
7	Awareness raising activities on women's right (Single women, polygamy and sexual exploitation)	All women in VDC level	Nine month	40000		In coordination with aama groups of VDC	Reach the awareness program for target group	Level of awareness on GESI and P2P increased
8	Collective advocacy and meeting on GESI issues	Each groups members for collective advocacy	Monthly meeting	80000		Review on each month action plan and to bring discuss on further action plan by GESI groups	To create ownerships feelings in each GESI group's members	Local level leadership, strong coordination and effective plan among the GESI Advocacy group Members sustained

## Women Act Community Action Plan

District: Ramechhap

VDC: Pakarwas

SN	Activities	Target groups	Budget	How	Achievements	Impact
1	Awareness raising program on women violence	GESI groups member in ward	35000	In coordination with WCDO, like minded organization/NGO through meeting	Inform legal provision on women's violence and discrimination to all groups' members	Decreased on domestic and women's violence
2	1-day Interaction program on GESI at local level	Local political and social leaders, Teachers, and VDC's secretary	55000	Clarity on GESI approaches through meeting among the participants	Coordination and cooperation will be effectively conducted	Develop common understanding on GESI issues
3	Delegation visit at VDC office to know government allocated budget	Dalit, janajati, child club, PWD and women	37000	Through interaction program along with VDC's secretary	Improve system to reach budget for target group	Effective implementation of GESI policies

	for GESI targeted beneficiary					
4	Awareness raising program on GESI for conflict victim and single women	All women at ward level	50000	In coordination with WCDO, like minded organization/NGO through meeting	Aware on legal provision on women's violence and discrimination to all groups' members	Create free violence zone environment in ward to VDC level
5	One day GESI review workshop	Local level stakeholders, women groups, child club and schools	70000	Discussion and interaction	Clarity on GESI lesson learn and best practice	Positive improvement on GESI at all level
6	Orientation program on reducing girls trafficking in ward level	Community and VDCs women, men and children	100000	Inform the VDC and local organization	To understand the VDC people and local organization	Participants will aware on abolishing girls trafficking and its root causes.

## Women Act Community Action Plan

District: Sindhuli

Group: Inclusive groups for Collective Advocacy on GESI Issues

VDC: Hatpate & Ranibas

SN	Activities/Programs	Beneficiaries	Target groups	Time period	Resources		Strategies	Achievements	Impacts
					Women Act	VDC			
1	Delegation visit at VDC office (to know about the situation of implementation of GESI policies, target oriented programs and budgeting system)	All targeted groups in the VDCs	All Targeted groups in the VDC	First month	5000.00		Inform the VDCs about the date and time regarding the delegation	About 25 representatives of inclusive groups will be informed about the current and last FY budget situation of the VDCs	Environment of effective implementation of targeted budget
3	Delegation visit to DDC, Women and Children Development office, Agricultural, Animal and cottage industries and skill development	All targeted groups in the VDC.	All target groups of the VDC.	Second month	35000.00	8000.00	Set date and time with the local Gov. offices of the district  To discuss on the target group oriented programs in terms of their past, present	The stakeholders will be well informed about the GESI and the targeted group's programs launched by the local offices of govt.	Increased inclusive budget system in the VDC/DDC

	offices to know the situation of implementation of programs for the targeted groups						and future implementation	in the district	
5	Joint delegation to local level health service providing institutions (To make pressure for the effective implementation of providing services by the health posts and sub- health posts)	Women, Children and economically poor communities of the VDCs	Women, Children and economically poor communities of the VDCs	Third month	3000		<p>Inform the all members of the groups about the health services and facilities delivering by the local health posts.</p> <p>Identify those people who are deprived of health services and facilities and getting in troubles and bring them together on a delegation visit to the health service providing institutions</p>	Community member will be informed about all health services/facilities delivered by the govt. health posts	<p>Quality health service delivered</p> <p>Effective health services implemented</p>

6	Celebrate Int'l women's day, 16 days' campaigns by organizing rallies, miking and other GESI related publicity	60 women from the VDCs	women from the VDCs	At the concerned days	30000.00	10000.00	Organize coordination meetings with local NGOs working in the VDCs and prepare action plans	60 women will be capacitated Various media will proliferate in the public	Respect for women in the VDCs well honoured and increased
7	Distribution of GESI related IEC materials in every corner of the VDCs	About 180 women, Dalits, physical ly challenged and Janajati people	Women, Dalits, physically challenged and Janajati people	Fifth month	10,000.00		Hold meetings with inclusive groups  IEC materials will be distributed among the people in the VDCs	It will help to minimize conflict, gender equality enhanced and policy of the inclusiveness through the P2P methods	GESI laws and policies effectively implemented through P2P concept
8	'Teej' special Program on GESI issues	More than 100 women will take part in the program	all women of the VDC	During Teej festival	20,000.00	5000.00	Names of the 'Teej' contestants will be collected from all 9 wards of the VDCs  Jury will be formed and there will be rewards for the excellent performers	All of the women in the VDCs will be informed and understand about GESI issues The winners will be awarded with prizes and appreciation which will be broadcast through various media	All women aware and informed regarding GESI

10	Coordination and experience sharing excursion in the project VDCs	Representatives of Mixed Identity Group members	VDC secretaries and members of Mixed Advocacy Group	Eighth month	1,00,000.00	30,000.00	Finalize the teams of group members Selection of visiting VDCs Identify the major areas of learning and move accordingly	The Advocacy Members will get an opportunity to learn new ideas and experiences	Innovative ideas and learning shared through creative work, build up trust and coordination
11	Rallies with slogans against alcohol use and sales during the festivals and aware for establishing peace and prosperity in the VDCs	All men and women in the VDCs	All men and women in the VDCs	During Dashain , Tihar , Teej and 'Putalaa' demonstration days	7000.00		Hold meeting with inclusive groups Rallies in the VDCs with placards and banners with the texts that aware people how alcohol and gambling interrupt peace, deteriorate properties and status of a person.	all men, women and children of VDC get aware and peaceful at homes	Conflict and unrest in the VDC decreased Happy and spirited festival ceremony developed



12	Organize regular meeting of inclusive groups for a collective social advocacy for GESI issues	Members of joint advocacy groups	Members of joint advocacy groups	Bi-monthly	15000.00		Hold meeting each month to review the action plan and discussion with the inclusive groups	Ownership feeling will be developed within the inclusive groups	Build up trust, cooperation among groups members
13	Review GESI programs for the social audit of activities and their achievements/c hallenges at the VDC	Members of advocacy group	VDC, Members of advocacy group and other stakeholders	2 times in a year	20000.00		Review the programs and activities amidst advocacy groups and stakeholders to set an effective strategy and programs for future	Participants will be active to succeed the effective implementation of the programs in the VDCs	More support realized for the better implementation of GESI policy